

WAGE RATES IN INDUSTRIES ... in Wholesale and Retail Trade (Eight of an 18-Part Series)

This issue of the LABSTAT Updates on the results of the 2006 Occupational Wages Survey (OWS) highlights the wage rates of selected occupations in wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods. This major industry group consists of three minor industry groups: i) sale, maintenance and repair of motor vehicles and motorcycles, retail sale of automotive fuel; ii) wholesale trade and commission trade, except of motor vehicles and motorcycles; and iii) retail trade, except of motor vehicles and motorcycles, repair of personal and household goods.

The monthly wage rates of the 10 covered occupations in the major industry group ranged from ₱6,832 to ₱22,450. The wage rates of other occupations in specific industries covered in the OWS are posted on the BLES website.

Sales supervisors in wholesale trade had the highest average wage rate

Among the seven occupations common to the three minor industry groups of wholesale and retail trade, sales supervisors in wholesale and commission trade posted the highest average wage rate at ₱22,450. This was followed by accountants and auditors also of the same sub-industry group at ₱19,457. (Figure 1)

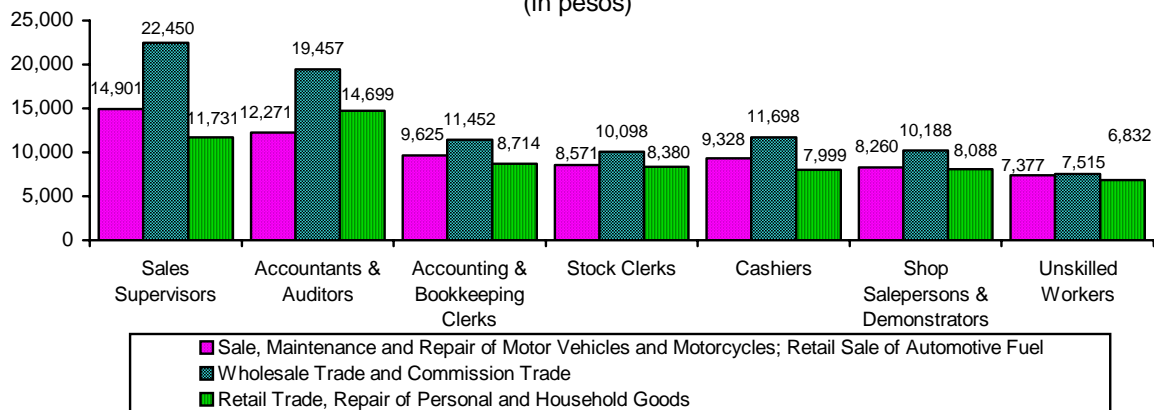
Noteworthy, wholesale and commission trade also recorded the highest wage rates in the five other common occupations. These were accounting and bookkeeping clerks (₱11,452), stock clerks (₱10,098), cashiers (₱11,698), shop salespersons and demonstrators (₱10,188), and unskilled workers (₱ 7,515).

Wage rates of technical and commercial sale representatives which were monitored only in the sub-industries sale, maintenance and repair of motor vehicles and motorcycles; and wholesale and commission trade were estimated at ₱9,312 and ₱14,451, respectively.

Telemarketers in wholesale and commission trade were paid higher at ₱14,747 than their counterparts in retail trade ₱ 9,463.

Motor vehicle mechanics and related trades workers, an occupation monitored only in sale, maintenance and repair of motor vehicles and motorcycles, had an average monthly wage rate of ₱ 8,891.

**FIGURE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis
in Wholesale and Retail Trade, Philippines: August 2006**
(in pesos)



Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.

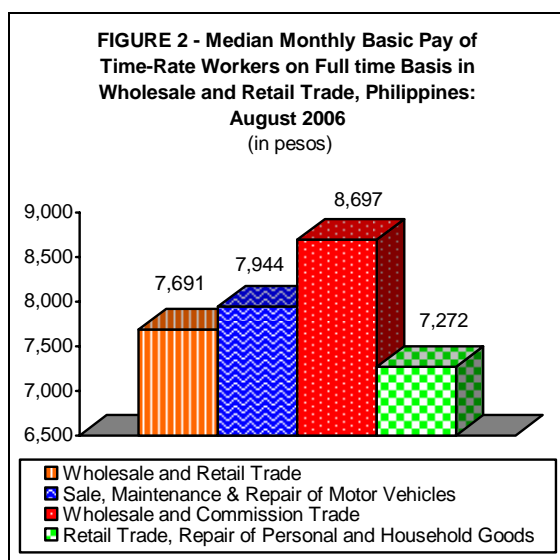
Median basic pay lower than all-industry average; median allowances almost equal to national allowances

The median¹ monthly basic pay and allowances of time rate workers on full-time basis in non-agricultural establishments in August 2006 were posted at ₱8,035 and ₱1,278, respectively.

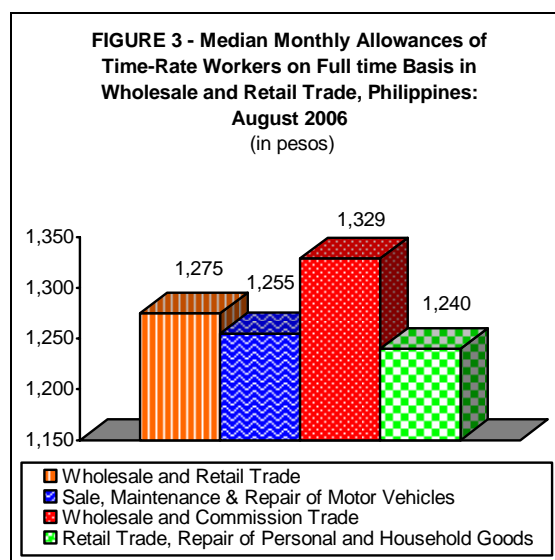
The average basic pay in wholesale and retail trade was estimated at ₱7,691 which was lesser than the all-industry basic pay. However, average basic pay in wholesale and commission trade (₱8,697) and sale, maintenance and repair of motor vehicles and motorcycles (₱7,944) were greater than the national average. (Figure 2)

On the other hand, the average monthly allowances of the major industry group at ₱1,275 was almost equal to the national estimate. (Figure 3)

Time-rate workers in wholesale and commission trade (₱1,329) also received higher median allowances than the all-industry average. Retail trade had the least allowances at ₱1,240 among the three minor industry groups.



Source of data: BLES, OWS.



Note: Data pertain only to workers given allowances.

Source of data: BLES, OWS.

¹ The terms "average" and "median" are used interchangeably in the analysis of basic pay and allowances.

Definition of Terms:

- o **Wage rate** refers to the sum of basic pay and regular/guaranteed allowances.
- o **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.
- o **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.
- o **Median** divides the wage distribution into two equal parts. It is the value where half of the workers in the distribution receive more while the other half receives less.

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