

PROFILE OF MULTIPLE JOB HOLDERS ...their basic pay

Last of a Four-Part Series

The Labor Force Survey (LFS) conducted quarterly by the National Statistics Office (NSO) gathers data on the number and characteristics of multiple job holders. For purposes of the survey, these are persons with more than one occupation during the reference week of the survey. While multiple job holders comprised only about 9% of the total employed, multiple jobholding indicates the need of workers for additional income for themselves and their families and possibly low productivity in their primary jobs. A primary job is determined in accordance with the following priority rules: 1) if only one occupation, then it is the primary occupation 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.

This issue focuses on the average daily basic pay of **wage and salary workers** who are multiple job holders in relation to the nature of employment, class of worker, major occupation group and major industry group of their **primary jobs**. The LFS query on multiple job holders did not inquire on the basic pay of their other jobs.

The average basic pay of multiple job holders in their primary jobs in 2007 averaged to ₱223.44 a day. This was a little over four-fifths of the ₱269.01 received by single job holders.

Multiple job holders earned around 83% of the average daily basic pay of single job holders

Nature of Employment

- Relative to main occupation, multiple job holders, regardless of nature of employment and sex, received an average daily basic pay that was less than those of single job holders. (Table 8)
- However, segregating data for men and women multiple job holders showed that the women were paid more at ₱266.38 compared to the ₱208.28 of men workers.
- This wage difference was largely attributed to basic pay of women multiple job holders in short-term/seasonal/casual employment. Their average daily basic pay of ₱265.37 was substantially higher (58.7%) than the ₱167.19 reported for men workers. Further,

women multiple job holders in permanent work earned more at ₱290.05 (22.6%) compared to the ₱236.65 of men workers.

Class of Worker

- The highest average daily basic pay of multiple job holders at ₱367.31 was recorded for those who worked primarily for government/government corporations.
- Those in private households had the second highest average daily basic pay of ₱261.73. Among wage and salary workers, only this group of multiple job holders reported an average daily basic pay which was higher than their counterpart single job holders.

Definition of Terms:

Permanent job/business - employment for pay, profit or unpaid family work had lasted or expected to last for one year or longer. For farm operators or farm workers, their jobs can be considered permanent even if they work or expect to work for only 10 calendar months in a year provided that during the remaining months, their activities are in relation to farming, such as inspection of the fields, pasturing of work animals, taking care of the livestock and poultry or simply cleaning equipment being used in the farm.

Short-term/seasonal/casual - work had lasted or expected to last less than one year since it started or for less than 10 calendar months in a year in the case of farm operators or fishermen and their unpaid family workers.

Worked for different employers on day to day or week to week basis - odd job workers/stevedores not on payroll or not connected with union/market and other cargo handlers receiving pay from individual customers.

- The segregated data for men and women multiple job holders showed that the women regardless of class of worker in their primary jobs also exhibited higher average daily basic pay than the men workers by as much as 121% (own-family operated farm/business to 6.3% (private establishments). This further contributed to the earlier observation that women multiple job holders were paid more than the men.

Major Occupation Group

- Multiple job holders categorized as professionals in their main jobs had the highest average daily basic pay at ₱538.08 followed by officials of government, special-interest organizations, corporate executives, managers, managing proprietors and supervisors at ₱495.00.
- Laborers and unskilled workers got the lowest rate at ₱147.40. This type of workers among single job holders was also paid the lowest average daily basic pay at ₱149.02.
- Comparing the pay of men and women multiple job holders showed that there were only three major occupation groups where the women received higher average daily

basic pay than their men counterparts, i.e. officials of government, special-interest organizations, corporate executives, managers, managing proprietors and supervisors; clerks; and laborers and unskilled workers.

Major Industry Group

- Among major industry groups, multiple job holders whose primary jobs were in financial intermediation recorded the highest average daily basic pay at ₱488.66 followed by health and social work at ₱464.10. Least paid were those employees in agriculture, hunting and forestry at ₱123.06.
- Differentiating the average daily basic pay of men and women multiple job holders indicated that women in the services sector received an average daily basic pay at ₱341.52 which was higher than that received by the men at ₱293.97. In contrast, men multiple job holders in agriculture, fishery and industry sectors were paid more than their women counterparts.

FOR INQUIRIES:

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TABLE 8 - Average Daily Basic Pay of Multiple and Single Job Holders by Nature of Employment, Class of Worker, Major Occupation Group and Major Industry Group of Primary Occupation, Philippines: 2007
(In Pesos)

Nature of Employment, Class of Worker, Major Occupation Group and Major Industry Group of Primary Occupation	Multiple Job Holders			Single Job Holders		
	Total	Men	Women	Total	Men	Women
Total	223.44	208.28	266.38	269.01	272.90	263.31
Nature of Employment						
Permanent Job or Business	251.31	236.65	290.05	301.44	305.96	295.27
Short-term/Seasonal/Casual	190.66	167.19	265.37	192.23	203.76	172.96
Different Employers (on day to day or week to week basis)	141.09	149.83	112.75	153.82	162.43	133.27
Class of Worker						
Private Household	261.73	175.62	284.58	119.57	181.14	107.59
Private Establishment	188.07	185.77	197.50	260.15	254.79	271.64
Own-Family Operated Farm/Business	164.19	142.57	314.94	230.65	228.55	235.03
Government/Government Corporations	367.31	341.88	410.00	439.91	432.06	447.50
Major Occupation Group						
Officials of Government and Special-Interest Organizations, Corporate Executives, Managers, Managing Proprietors and Supervisors	495.00	465.83	604.54	653.53	664.28	637.83
Professionals	538.08	565.33	524.23	534.19	607.83	503.82
Technicians and Associate Professionals	334.96	357.51	307.42	394.45	421.13	367.35
Clerks	296.74	286.35	306.16	338.79	344.91	335.33
Service Workers and Shop and Market Sales Workers	203.08	226.14	155.89	229.89	272.33	176.00
Farmers, Forestry Workers and Fishermen	152.87	156.31	110.19	181.66	187.37	116.04
Trades and Related Workers	224.10	229.41	165.20	253.69	263.66	206.51
Plant and Machine Operators and Assemblers	246.20	246.26	244.59	279.30	279.60	278.00
Laborers and Unskilled Workers	147.40	139.58	170.80	149.02	167.84	120.17
Special Occupations	280.35	292.85	155.24	507.44	529.74	296.88

TABLE 8 - Average Daily Basic Pay of Multiple and Single Job Holders by Nature of Employment, Class of Worker, Major Occupation Group and Major Industry Group of Primary Occupation, Philippines: 2007 (contd)
(In Pesos)

Nature of Employment, Class of Worker, Major Occupation Group and Major Industry Group of Primary Occupation	Multiple Job Holders			Single Job Holders		
	Total	Men	Women	Total	Men	Women
Major Industry Group						
Agriculture and Fishery	123.39	128.56	100.48	133.94	138.87	116.29
Agriculture, Hunting and Forestry	123.06	128.42	100.24	131.64	136.45	115.85
Fishing	132.05	131.65	147.87	161.21	161.92	145.31
Industry	226.45	228.64	206.88	274.90	277.48	267.00
Mining and Quarrying	139.39	142.75	92.74	210.87	209.79	223.21
Manufacturing	228.69	241.03	198.52	278.38	292.35	258.92
Electricity, Gas and Water Supply	402.01	406.10	308.69	462.95	458.16	486.44
Construction	222.81	221.40	406.53	258.32	256.12	374.61
Services	313.58	293.97	341.52	300.75	325.86	278.10
Wholesale and Retail Trade;						
Repair of Motor Vehicles, Motorcycles						
and Personal and Household Goods	252.16	238.87	290.14	242.25	254.49	226.43
Hotels and Restaurants	219.71	268.87	170.56	243.06	269.95	215.44
Transport, Storage and Communications	247.70	234.42	437.68	348.42	318.60	508.57
Financial Intermediation	488.66	456.02	524.37	473.02	463.59	480.41
Real Estate, Renting and Business Activities	325.40	280.58	492.53	379.30	350.36	438.64
Public Administration and Defense,						
Compulsory Social Security	326.86	323.01	335.69	418.23	430.23	397.39
Education	436.38	431.04	439.71	462.08	451.72	465.42
Health and Social Work	464.10	474.29	459.20	397.41	414.39	390.73
Other Community, Social and Personal						
Service Activities	225.85	262.45	168.78	275.31	287.17	260.39
Private Households with Employed Persons	261.27	163.02	284.58	117.24	174.22	107.36
Extra-Territorial Organizations and Bodies	349.68	349.68	-	1,119.12	1,187.74	942.23

Note: Data excludes basic pay of wage and salary workers paid on commission basis, honorarium and boundary as in the case of jeepney/bus/tricycle drivers.

Source of basic data: National Statistics Office, Labor Force Survey-Public Use Files.