



WAGE RATES IN INDUSTRIES

...Basic Pay and Allowances in Major Economic Activities

(Second of a four-part series)

The Occupational Wages Survey (OWS) is a nationwide establishment survey of the Philippine Statistics Authority (PSA) which aims to generate statistics that will be useful for wage and salary administration and wage determination in collective bargaining negotiations.

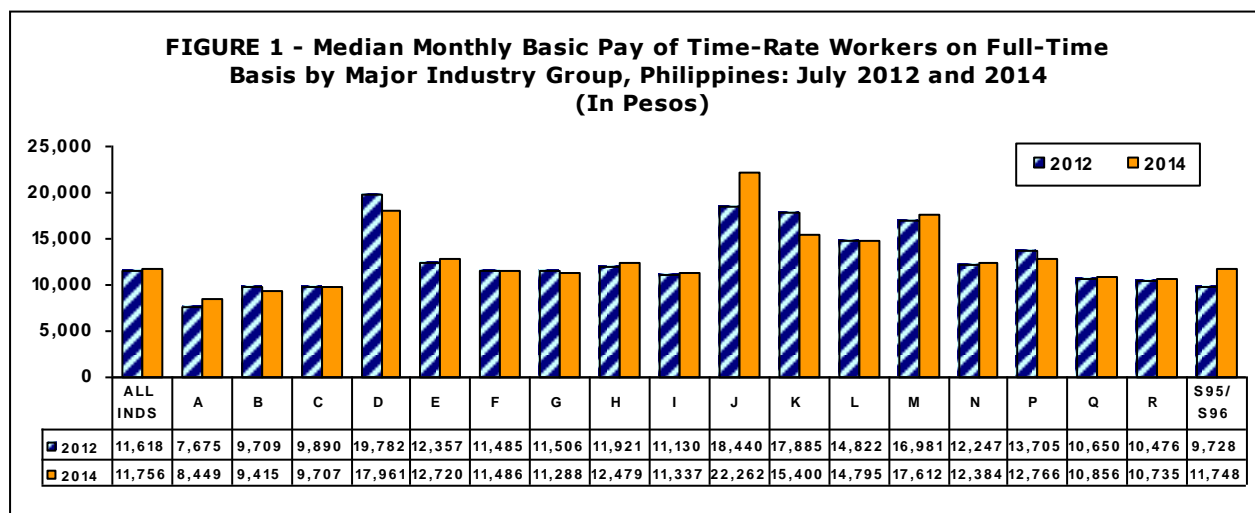
The OWS is one of the designated statistical activities of the country per Executive Order 352 (s. 1996) that requires the generation of critical and essential data for decision making of the government and the private sector. The data "median monthly occupational wage rates of selected occupations" is among those listed by the Philippine government under the Special Data Dissemination Standard (SDDS) of the International Monetary Fund. The SDDS serves as reference to member countries in the dissemination of economic and financial data to the public.

The 2014 OWS covered 8,399 agricultural and non-agricultural establishments employing at least 20 workers wherein wage rates of 188 occupations from 50 pre-determined industry groups were collected. It likewise provided the median monthly basic pay and allowances in selected industry groups. The survey's reference period was July 2014.

This second issue of LABSTAT Updates presents the median monthly basic pay and allowances received by time-rate workers on full-time basis in July 2014 compared with the results of the 2012 survey round. The metadata and the statistical tables of the survey are posted at the PSA website.

Information and communications posted the highest median basic pay among all industries in 2014

- Time-rate workers on full-time basis in information and communications industry received the highest median monthly basic pay at P22,262 in 2014, an increase of 20.7% from P18,440 in 2012. (*Figure 1*)
- This was followed by electricity, gas, steam and air conditioning supply at P17,961 and professional, scientific and technical activities at P17,612.
- The lowest median basic pay was noted in agriculture, forestry and fishing for both 2012 and 2014 at P7,675 and P8,449, respectively.
- Noteworthy, the same industry groups (nine industries) in 2012 and 2014 posted higher median basic pay than the national level of P11,618 in 2012 and P11,756 in 2014.

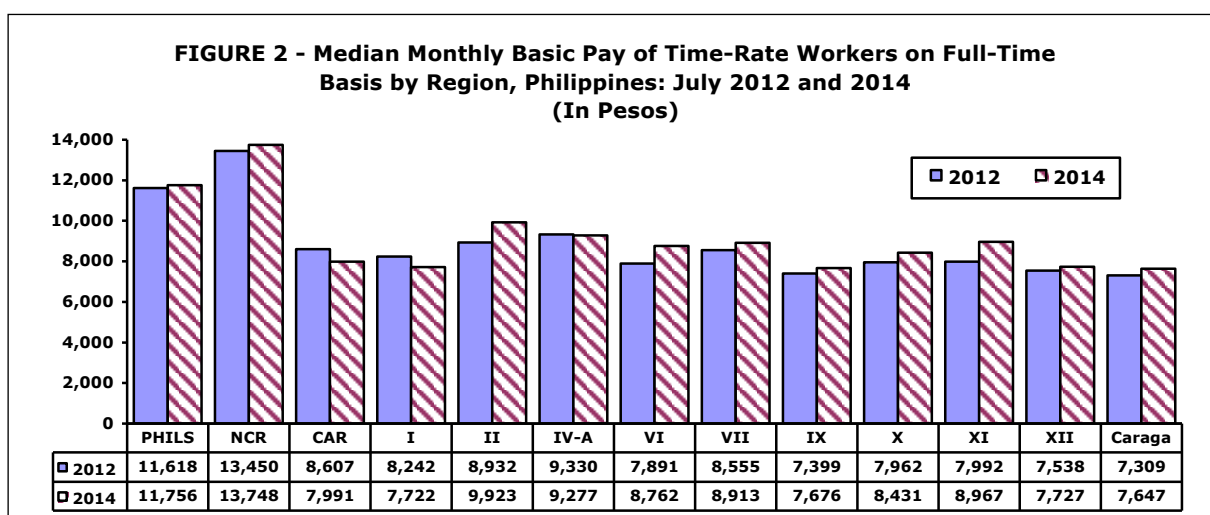


A - Agriculture, Forestry and Fishing
 B - Mining and Quarrying
 C - Manufacturing
 D - Electricity, Gas, Steam and Air Conditioning Supply
 E - Water Supply; Sewerage, Waste Management and Remediation Activities
 F - Construction
 G - Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
 H - Transportation and Storage
 I - Accommodation and Food Service Activities
 J - Information and Communications
 K - Financial and Insurance Activities
 L - Real Estate Activities
 M - Professional, Scientific and Technical Activities
 N - Administrative and Support Service Activities
 P - Education except Public Education
 Q - Human Health and Social Work Activities
 R - Arts, Entertainment and Recreation
 S95/S96 - Repair of Computers and Personal and Household Goods; Other Personal Service Activities

Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Only NCR had median monthly basic pay higher than the national figure

- Among all regions, time-rate workers on full-time basis in the National Capital Region (NCR) were paid the highest median basic pay in 2012 and 2014 at P13,450 and P13,748, respectively. Also, it was the only region whose workers received median basic pay higher than the national rate of P11,618 in 2012 and P11,756 in 2014. (Figure 2)
- Region IV-A in 2012 and Region II in 2014 followed at P9,330 and P9,923, respectively.
- Workers from Caraga received the lowest median basic pay among all regions both in 2012 (P7,309) and 2014 (P7,647).
- The survey results showed that median basic pay in nine regions increased from 2012 to 2014.



Note: Data for Regions III, IV-B, V, and ARMM in 2012 and Regions VIII and ARMM in 2014 were suppressed due to low response rates.
 Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Highest proportion of workers received basic pay ranging from P6,000 to P8,999

- It was observed that the distribution of time-rate workers on full-time basis by monthly basic pay in 2012 and 2014 is almost the same. (Table 1)
- For both years, 50% of time-rate workers on full-time basis received basic pay ranging from P6,000 - P11,999.
- It is worth noting that there was a shift in the proportions of time-rate workers receiving P9,000 - P11,999 and P12,000 - P14,999. The former decreased by 4.0 percentage points while the latter increased by 3.2 percentage points.
- A very minimal proportion of workers had basic pay of below P3,000 for both 2012 and 2014 at the rate of 0.1%.

TABLE 1 - Percent Distribution of Time-Rate Workers on Full-Time Basis by Monthly Basic Pay, Philippines: July 2012 and 2014

Monthly Basic Pay	2012	2014
Total	100.0	100.0
Below 3,000	0.1	0.1
3,000 - 5,999	1.3	1.6
6,000 - 8,999	28.1	28.0
9,000 - 11,999	27.2	23.2
12,000 - 14,999	14.4	17.6
15,000 - 17,999	8.3	9.1
18,000 - 20,999	5.4	5.4
21,000 - 23,999	3.1	2.9
24,000 and over	12.2	12.1

Note: Details may not add up to totals due to rounding.
Source of data: Philippine Statistics Authority, Occupational Wages Survey.

More than 40% of workers did not receive monthly allowances

- More than 40% of time-rate workers on full-time basis did not receive monthly allowances in 2012 and 2014 (46.9% and 43.7%, respectively). (Table 2)
- About 1 out of 9 workers received monthly allowances of less than P500 in 2012 (11.4%). The proportion increased by 7.5 percentage points in 2014 at 18.9%.
- On the other hand, proportion of workers who were granted allowances of P500 - P999 decreased from 16.9% in 2012 to 10.2% in 2014.
- Almost the same proportion of workers were given allowances of P1,000 - P1,499 and P1,500 - P1,999.
- The same proportion of time-rate workers on full-time basis (9.6%) received monthly allowances of P3,000 and over in 2012 and 2014.

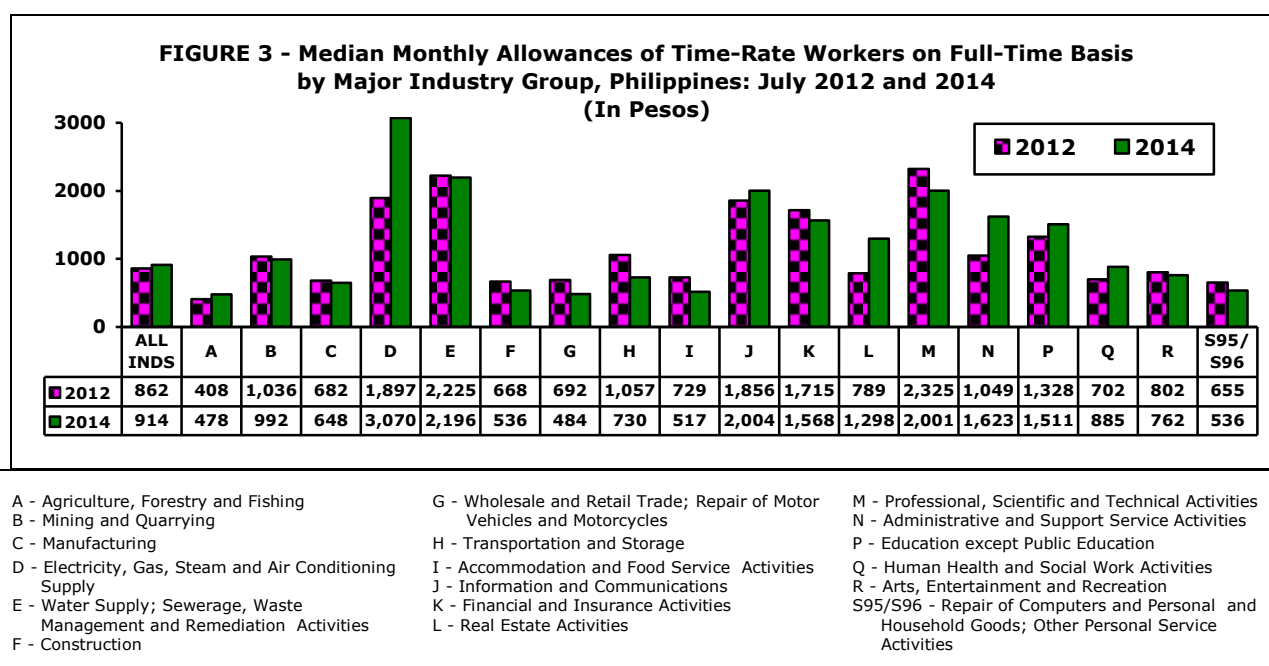
TABLE 2 - Percent Distribution of Time-Rate Workers on Full-Time Basis by Monthly Allowances, Philippines: July 2012 and 2014

Monthly Allowances	2012	2014
Total	100.0	100.0
No Allowance	46.9	43.7
Below 500	11.4	18.9
500 - 999	16.9	10.2
1,000 - 1,499	5.0	5.1
1,500 - 1,999	4.0	4.1
2,000 - 2,499	4.1	5.5
2,500 - 2,999	2.2	3.1
3,000 and over	9.6	9.6

Note: Details may not add up to totals due to rounding.
Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Median monthly allowances in three industry groups increased by more than 50%

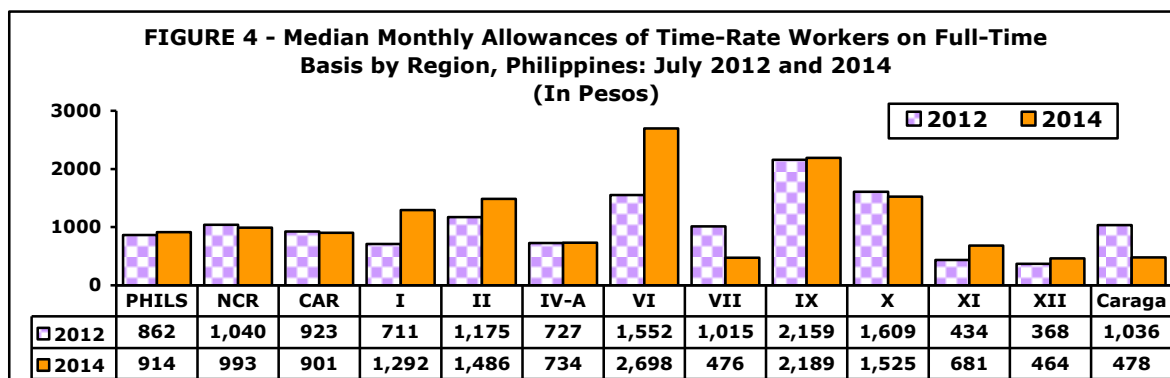
- The national median allowance increased by 6.0%, from ₱862 in 2012 to ₱914 in 2014. (Figure 3)
- Industry-wise, median allowances in seven industry groups increased with the highest growth noted in real estate activities at 64.5% (₱1,298 in 2014 vs. ₱789 in 2012).
- This was followed by electricity, gas, steam and air conditioning supply at 61.8% (₱3,070 in 2014 vs. ₱1,897 in 2012).
- Remarkable increase was also observed in administrative and support service activities at 54.7% (₱1,623 in 2014 vs. ₱1,049 in 2012).
- The lowest median allowances were posted in agriculture, forestry and fishing for both 2012 and 2014 at ₱408 and ₱478, respectively.



Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Median monthly allowances increased in seven regions

- The survey revealed that the median monthly allowances of time-rate workers on full-time basis in seven regions increased from their 2012 levels. (Figure 4)
- More than 50% increase in median monthly allowances was evident in three regions, namely: Region I (81.7%); Region VI (73.8%); and Region XI (56.9%).
- Workers in Region XII were granted the lowest median allowances in 2012 and 2014 at ₱368 and ₱464, respectively.



Note: Data for Regions III, IV-B, V, and ARMM in 2012 and Regions VIII and ARMM in 2014 were suppressed due to low response rates.

Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Definition of Terms:

Wage rate refers to the sum of basic pay and regular/guaranteed allowances.

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.

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 receive less.

FOR INQUIRIES

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