

WAGE RATES IN INDUSTRIES ... in Benchmark Occupations (Third 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 "average 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 across 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.

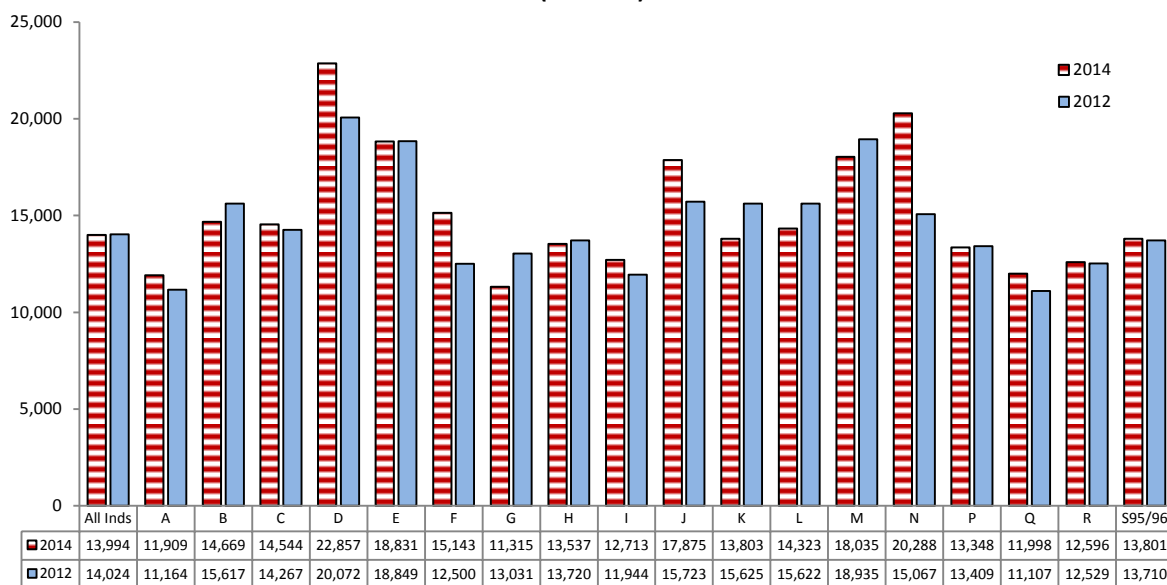
This third issue of LABSTAT Updates highlights the average monthly wage rates of benchmark occupations (accounting and bookkeeping clerks; and unskilled workers except janitors, messengers and freight handlers) for wage setting. Wage data on these two occupations have been collected for all industries covered by the OWS since 2002. The metadata and statistical tables of the survey are posted at the PSA website.

Accounting and bookkeeping clerks in electricity, gas, steam and air conditioning supply received the highest average monthly wage rate

- One of the benchmark occupations monitored by the Occupational Wages Survey is accounting and bookkeeping clerks. Workers in this group assist in producing financial records of the establishments. They provide assistance in record keeping and computations of wages, production costs and other cash payments.
- The average monthly wage rate of accounting and bookkeeping clerks was estimated at P13,994 in July 2014, slightly lower by 0.2% than the P14,024 in July 2012. (Figure 1)
- Accounting and bookkeeping clerks in electricity, gas, steam and air conditioning supply received the highest average monthly wage rate at P22,857 in July 2014 and P20,072 in July 2012, both higher than the national level.
- Nine industry groups in both years exhibited higher average monthly wage rates than the national wage rate.
- The lowest wage rates were observed in wholesale and retail trade in July 2014 and in human health and social work activities except public health activities in July 2012 at P11,315 and P11,107, respectively.

- Average monthly wage rate of accounting and bookkeeping clerks increased in 2014 in ten industry groups, with the highest increase posted in administrative and support service activities at 34.7%.
- More than 10% increase was also observed in construction (21.1%); electricity, gas, steam and air conditioning supply (13.9%); and information and communications (13.7%).

FIGURE 1 - Average Monthly Wage Rate of Accounting and Bookkeeping Clerks by Major Industry Group, Philippines: July 2012 and 2014 (In Pesos)



- 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 except Public Health Activities
- R - Arts, Entertainment and Recreation
- S95/96 - Repair of Computers and Personal and Household Goods; Other Personal Service Activities

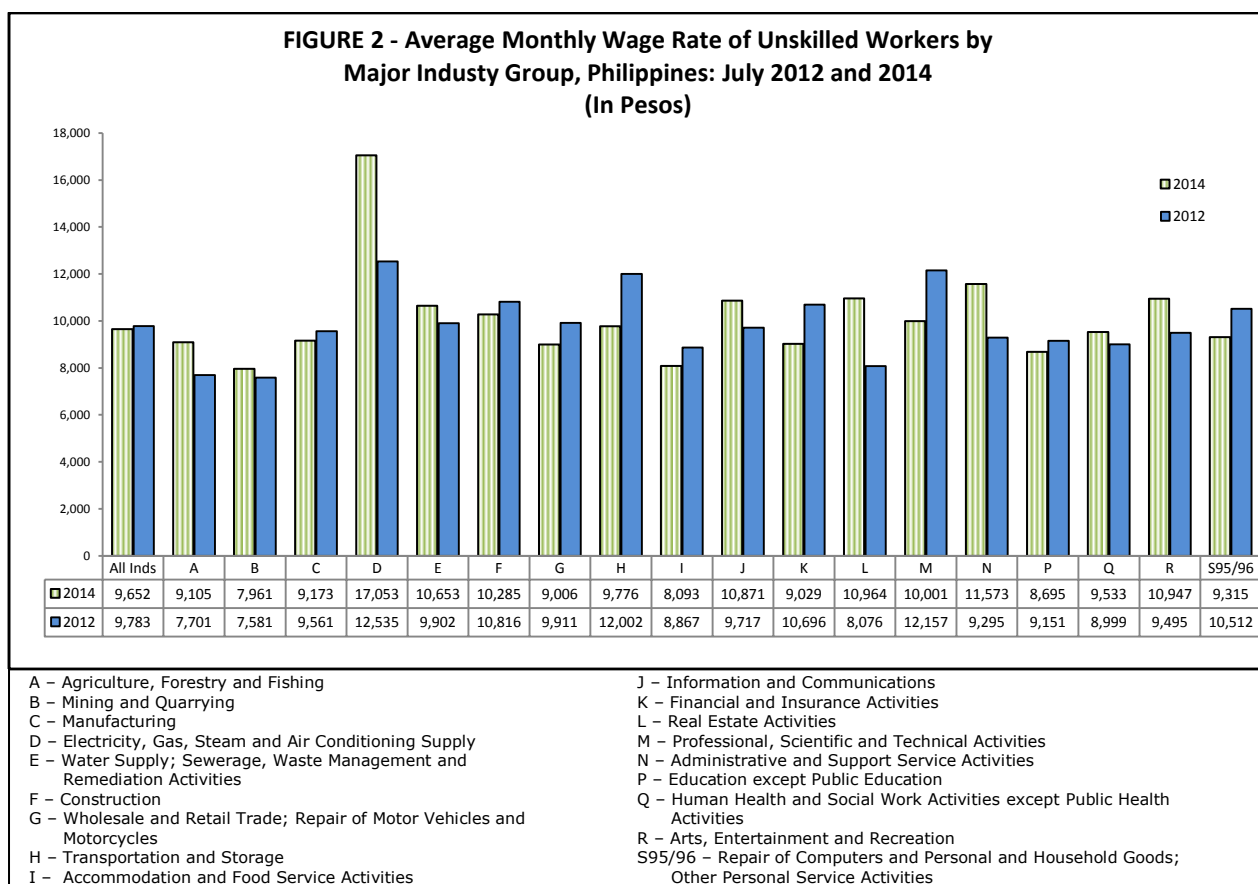
Source of data: Philippine Statistics Authority, Occupational Wages Survey.

Average monthly wage rate of accounting and bookkeeping clerks registered increases in seven regions

- Across regions, accounting and bookkeeping clerks in the National Capital Region (NCR) exhibited the highest average monthly wage rate in 2012 and 2014 at P15,754 and P16,903, respectively. (Table 1)
- Both NCR and Region IV-A in 2014 and only NCR in 2012 posted higher average wage rate than the national average.
- Relative to 2012, average wage rate of accounting and bookkeeping clerks in 2014 went up in seven regions with Region II recording the highest at 16.0%.
- Meanwhile, average wage rate of accounting and bookkeeping clerks in 2014 decreased in Cordillera Administrative Region (P13,602 to P8,830); Region VI (P10,972 to P10,300); Region X (P10,493 to P10,402); SOCCSKSARGEN (P12,706 to P11,088); and Caraga (P10,964 to P10,121).

Average monthly wage rates of unskilled workers also highest in electricity, gas, steam and air conditioning supply

- Unskilled workers (except janitors, messengers and freight handlers) refer to a segment of the workforce who perform a variety of low-skilled and routine manual tasks, requiring a minimum of training, little or no previous experience and mainly physical effort.
- The national wage rate of unskilled workers decreased by 1.3% from ₱9,783 in 2012 to ₱9,652 in 2014. (Figure 2)
- Unskilled workers in electricity, gas, steam and air conditioning supply were also paid the highest average wage rates in 2014 and 2012 at ₱17,053 and ₱12,535, respectively. Said rates were higher than the national wage rate.
- Unskilled workers in mining and quarrying industry received the least wage rate at ₱7,961 in 2014 and ₱7,581 in 2012.
- Increases in average wage rates were evident in nine industry groups, with the highest growth recorded in electricity, gas, steam and air conditioning supply (36.0%); and real estate activities (35.8%).



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

Average monthly wage rates of unskilled workers in most regions went up

- Only NCR in 2014 and both NCR and CAR in 2012 demonstrated higher monthly wage rates of unskilled workers than the national average wage rate. (Table 1)
- Most of the regions posted increments in wage rates of unskilled workers with Region XII registering the highest at 26.1% (from ₱7,308 to ₱9,215).
- Four regions in 2014 reported lower wage rates compared to 2012, namely: Cordillera Administrative Region (₱12,037 to ₱9,042); Region IX (₱7,975 to ₱7,342); Region X (₱7,641 to ₱7,413); and Caraga (₱7,028 to ₱6,773).

TABLE 1 - Average Monthly Wage Rates of Benchmark Occupations by Region, Philippines: July 2012 and 2014

Region	Average Monthly Wage Rates (₱)			
	Accounting and Bookkeeping Clerks		Unskilled Workers except Janitors, Messengers and Freight Handlers	
	2012	2014	2012	2014
PHILIPPINES	14,024	13,994	9,783	9,652
National Capital Region	15,754	16,903	11,527	12,047
Cordillera Administrative Region	13,602	8,830	12,037	9,042
Region I - Ilocos Region	12,844	13,652	7,022	7,353
Region II - Cagayan Valley	11,210	13,000	6,842	7,096
Region IV-A - CALABARZON	13,340	14,021	8,664	9,543
Region VI - Western Visayas	10,972	10,300	7,611	7,651
Region VII - Central Visayas	12,171	13,439	7,874	8,737
Region IX - Zamboanga Peninsula	10,933	12,274	7,975	7,342
Region X - Northern Mindanao	10,493	10,402	7,641	7,413
Region XI - Davao	10,708	11,293	8,152	8,566
Region XII - SOCCSKSARGEN	12,706	11,088	7,308	9,215
Caraga	10,964	10,121	7,028	6,773

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.

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at telephone no. 376-1921
 Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATION DIVISION** at 462-6600 local 834
 Or visit our website at <http://www.labstat.psa.gov.ph>
