



BUREAU OF  
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# LABSTAT

## Updates

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## WAGE RATES IN INDUSTRIES

### *A Look at Health and Social Work Except Public Medical, Dental and Other Health Services*

#### *(7th of a Series)*

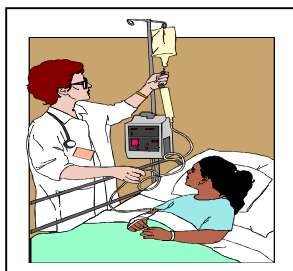
*The LABSTAT Update is a statistical update on the results of BLES establishment surveys, among others. It provides users with summary statistics and brief explanatory notes on employment, hours of work, wages and labor relations towards a clearer understanding of current labor market conditions.*

*This series presents the results of the 1999 Occupational Wages Survey (OWS). This survey collects data on the basic pay and allowances of time-rate workers on full time basis in selected occupations in selected non-agricultural establishments employing at least 50 persons. It inquires on the distribution of workers across basic pay and allowance intervals in the non-agricultural sector. New items of inquiry on establishment characteristics such as type of market catered, type of ownership and whether or not the establishment is a multinational were included in the 1999 round.*

*This issue takes a closer look at health and social work except public medical, dental and other health services, particularly basic pay and allowances in specific industries and according to certain establishment characteristics and average wage rates for selected occupations.*

*The statistical series on the results of the 1997 OWS were published under the LABSTAT Digest (Vol. 1 Nos. 5 – 10 and 12 - 19).*

### 15 PERCENT GROWTH IN BASIC PAY OF WORKERS IN HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES



The business of providing health and social work has grown substantially from 1991 to 1997. Data

from the Annual Survey of Establishments of the National Statistics Office showed a

52 percent growth in the number of establishments in the industry from 16,669 to 25,277. In terms of employment, this translates to a 47 percent increase from 79,644 to 116,693.

In October 1999, the average basic pay of time-rate workers on full-time basis in non-agricultural industries was estimated at P 6,238. This is 13 percent higher than its level in October 1997 at P 5,534. (*Table 1*)

Time-rate workers in health and social work, except public medical, dental and other health services, saw a 15 percent improvement in average basic pay during the same period i.e. P 5,507 to P 6,325.

### **CASH ALLOWANCE UP BY 21 PERCENT IN PRIVATE HEALTH AND SOCIAL WORK**

From ₱ 658 in October 1997, average monthly cash allowance of time-rate workers in non-agricultural industries went up to ₱ 667 in 1999.

Workers in health and social work in the private sector, however, gained a 21 percent improvement in cash allowance from ₱ 485 to ₱ 588 over the two-year period. (*Table 1*)

### **HIGHER BASIC PAY FOR WORKERS IN WHOLLY FILIPINO- OWNED HEALTH AND SOCIAL WORK IN PRIVATE SECTOR**

Basic pay differentials were notable across establishments according to type of ownership.

Wholly Filipino-owned establishments paid basic pay averaging ₱ 6,336. Elsewhere, basic pay of workers in the industry stood at ₱ 5,357. (*Table 2*)

### **WORKERS IN ESTABLISHMENTS WITH FOREIGN EQUITY GET MORE ALLOWANCES**

Though basic pay levels were lower in establishments with foreign equity, cash allowances were, nevertheless, higher for workers in this type of establishments.

Cash allowances in establishments with foreign equity averaged ₱ 1,121. It stood at only ₱ 587 in wholly Filipino-owned establishments. (*Table 2*)

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**\*Average basic pay or allowance mentioned in pages 2-3 refers to median basic pay or allowance i.e. that amount where half of the workers receive more than this amount while the other half receive less.**

## HIGHER BASIC PAY AND ALLOWANCE AMONG UNIONIZED WORKERS IN PRIVATE HEALTH AND SOCIAL WORK

The Labor Code guarantees the right of workers to form unions for mutual aid and protection. It further entitles workers to engage in collective bargaining with management to promote their rights and welfare at the workplace.

Data showed that basic pay in unionized private health and social work establishments (₱ 7,116) was 27 percent higher than in non-unionized establishments (₱ 5,625).

Pay levels were even higher among unionized establishments with CBA, at ₱ 7,205 than in those without CBA at ₱ 5,721.

Unionized workers, likewise, received more cash allowance estimated at ₱ 628 against only ₱ 449 for non-unionized workers. It was noted though, that allowances in establishments with CBA were lower (₱ 627) than in establishments without CBA (₱ 705). (*Table 2*)

## ON NON-WAGE PAYMENTS

Average basic pay and allowance appeared to vary across certain establishment characteristics under study, such as ownership and whether multinational or not. Further worth looking into, however, are differences in the granting of welfare benefits such as 13<sup>th</sup> month pay, transport allowance, Christmas bonus, representation

allowance, incentive pay, mid-year bonus, productivity bonus, performance bonus, profit sharing bonus and 14<sup>th</sup>, 15<sup>th</sup> month pay. These are among the findings of the 1999 Industrial Relations at the Workplace Survey and details of which are discussed in the LABSTAT Update (Vol. 5 No. 6), May 2001.

## DENTISTS IN PRIVATE HEALTH AND SOCIAL WORK WERE HIGHEST PAID PROFESSIONAL WORKERS



The average (mean) wage rate of selected occupations in non-agricultural industries stood at ₱ 7,972.

Among professionals covered in the study, dentists were the highest paid workers at ₱ 11,576. This was followed by medical doctors at

₱ 9,813 and medical technologists at ₱ 6,899. Receiving the lowest pay at ₱ 5,817 were professional midwives.

Technicians and associate professionals covered in the study were medical equipment operators. Their wage rate averaged ₱ 7,272 in October 1999. (*Table 3*)

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**TABLE 1 - MEDIAN MONTHLY BASIC PAY AND MONTHLY ALLOWANCES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES, PHILIPPINES: OCTOBER 1999**

*(Non-agricultural establishments employing 50 and over. Median refers to the amount where half of the workers receive more while the other half receive less.)*

| INDUSTRY                                                                              | Median Monthly Basic Pay (₱) | Median Monthly Allowances <sup>1</sup> (₱) |
|---------------------------------------------------------------------------------------|------------------------------|--------------------------------------------|
| <b>ALL NON-AGRICULTURAL INDUSTRIES</b>                                                | 6,238                        | 667                                        |
| <b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b> | 6,325                        | 588                                        |

- Notes: 1. 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.*
- 2. 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.*

<sup>1</sup> Refer only to those workers given regular/guaranteed cash allowances.

Source of data: Bureau of Labor and Employment Statistics, 1999 Occupational Wages Survey.

**TABLE 2 - MEDIAN MONTHLY BASIC PAY AND MONTHLY ALLOWANCES OF TIME-RATE WORKERS ON FULL TIME BASIS IN HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES BY UNIONISM AND TYPE OF OWNERSHIP, PHILIPPINES: OCTOBER 1999**

*(Non-agricultural establishments employing 50 and over. Median refers to the amount where half of the workers receive more while the other half receive less.)*

| Establishment Characteristics                                                         | Median Monthly Basic Pay (₱) | Median Monthly Allowances <sup>1</sup> (₱) |
|---------------------------------------------------------------------------------------|------------------------------|--------------------------------------------|
| <b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b> | 6,325                        | 588                                        |
| <b>UNIONISM</b>                                                                       |                              |                                            |
| Without Union                                                                         | 5,625                        | 449                                        |
| With Union                                                                            | 7,116                        | 628                                        |
| Without CBA                                                                           | 5,721                        | 705                                        |
| With CBA                                                                              | 7,205                        | 627                                        |
| <b>TYPE OF OWNERSHIP</b>                                                              |                              |                                            |
| Wholly Filipino                                                                       | 6,336                        | 587                                        |
| With Foreign Equity                                                                   | 5,357                        | 1,121                                      |

<sup>1</sup> Refer only to those workers given regular/guaranteed cash allowances.

Source of data: Bureau of Labor and Employment Statistics, 1999 Occupational Wages Survey.

**TABLE 3 - AVERAGE MONTHLY WAGE RATES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES AND BY SELECTED OCCUPATIONS, PHILIPPINES: OCTOBER 1999**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

| Industry and Occupations                                                                                                                 | Average Monthly Wage Rates |
|------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>AVERAGE OF SELECTED OCCUPATIONS (Non-Agricultural) HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b> | 7,972 <sup>a</sup>         |
| Medical Doctors                                                                                                                          | 9,813                      |
| Dentists                                                                                                                                 | 11,576                     |
| Nutritionists-Dieticians                                                                                                                 | 6,793                      |
| Medical Technologists                                                                                                                    | 6,899                      |
| Professional Nurses                                                                                                                      | 6,633                      |
| Professional Midwives                                                                                                                    | 5,817                      |
| Medical Equipment Operators                                                                                                              | 7,272                      |

*Notes: 1. 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.*

*2. 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.*

<sup>a</sup> *The data refers to the average monthly wage rate across the selected occupations in selected non-agricultural industries and not to the average monthly wage rate across all occupations in all non-agricultural industries.*

*Source of data: Bureau of Labor and Employment Statistics, 1999 Occupational Wages Survey.*