

## STATISTICS ON EARNINGS OF RANK AND FILE WORKERS: 1998–2000

*(in non-agricultural establishments with 20 or more workers)*

### INTRODUCTION

*This LABSTAT issue is part of a series of reports on employment statistics culled from the Employment, Hours and Earnings Survey (EHES). The EHES is a sample survey of non-agricultural establishments employing 20 or more workers conducted by the Bureau of Labor and Employment Statistics twice a year in coordination with DOLE Regional Offices. The survey collects quarterly trend data on key employment indicators such as labor turnover, job vacancies, hours of work and earnings from around 6,000 sample establishments.*

*This issue presents a review of the trends and patterns of quarterly statistics on the earnings of rank and file workers based on the results of the 1998, 1999 and 2000 EHES.*

### HIGHLIGHTS OF THE RESULTS

#### Trend in Earnings

- The average monthly earnings from regular payroll of rank and file workers across all industry sectors exhibited a sustained uptrend during the period under review. In terms of growth rate, the full year average monthly earnings in 1999 and 2000 rose by 7.5 percent and 6.9 percent, respectively, over their previous year's levels.



#### DEFINITION OF TERMS

**RANK AND FILE WORKERS** – Refer to that group of workers classified as production, construction and other non-supervisory workers.

**EARNINGS FROM REGULAR PAYROLL** – Refer to all payments in cash or in kind for all pay periods during each reference quarter. These include: a) basic wages and salaries prior to deductions of employee's contributions to social insurance and withholding tax; b) commissions; c) overtime/premium payments; d) allowances in cash or in kind such as cost of living allowances, housing, transport and other guaranteed regular allowances; and e) paid leaves.

- Between 1998 and 1999, the average monthly earnings from regular payroll increased by P500, from ₱6,700 to ₱7,200. In 2000, it went up by another ₱500, averaging ₱7,700 for the whole year.

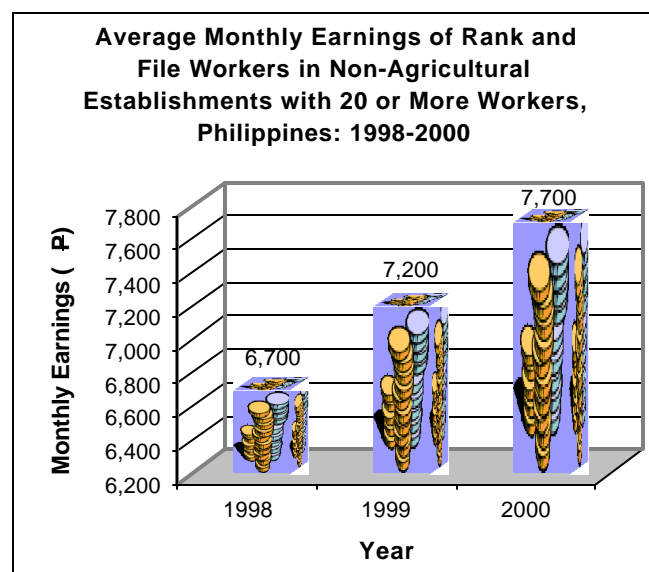
#### Industry

- The monthly earnings of rank and file workers vary across industries. For the period 1998 to 2000, workers in the electricity, gas and water utilities and financial intermediation were the highest paid. Their average monthly earnings were above the all industry average at 73.6 percent and 50.5 percent, respectively.

- Within range (+ or –5%) of the all industry average were the monthly earnings of rank and file workers in the mining and quarrying, transport, storage and communications and manufacturing sectors. At the bottom of the pay scale were workers in the hotels and restaurants, wholesale and retail trade and construction sectors.
- Relatively large average increases (9.2% to 12.6%) in monthly earnings for the period 1998–2000 were registered by the health and social work, private education and hotels and restaurants sectors. It must be noted that, for the 1998–1999 period, monthly earnings in mining and quarrying, electricity, gas and water utilities and financial intermediation declined by 19.0 percent, 4.0 percent and 3.7 percent, respectively.
- Modest average increases (ranging from 2.2% to 5.3%) in monthly earnings for the three-year period were observed in the electricity, gas and water utilities, financial intermediation, wholesale and retail trade, transport, storage and communications and other community, social and personal service activities.

## Region

- Rank and file workers in the National Capital Region and Central Mindanao were paid the highest. Their respective average monthly earnings during the 1998 to 2000 period were estimated at 11.6 percent and 2.8 percent more than



the national average. For the three-year period, their average monthly earnings ranged from ₱7,400 to ₱8,033.

- At par with the national average were the monthly earnings of rank and file workers in the Cordillera Administrative Region. Slightly behind were Southern Tagalog (₱7,033) and Eastern Visayas (₱6,667). The lowest monthly earnings – ranging from P4,967 to ₱5,367 - were observed in Southern Mindanao, Western Mindanao and the Caraga region.

## Employment Size

- Workers in *large scale establishments* (200 or more workers) generally received the highest monthly earnings. In fact, they received, on the average, P1,000 and P1,600 more than their counterparts in the *medium-scale* (50 –199) and *small-scale* (20–49) establishments, respectively.

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**AVERAGE MONTHLY EARNINGS OF RANK AND FILE WORKERS BY MAJOR  
INDUSTRY GROUP, REGION AND EMPLOYMENT SIZE, PHILIPPINES: 1998-2000**  
(In Non-Agricultural Establishments with 20 or More Workers )

Major Industry Group/ Region/Employment Size	Average Monthly Earnings (₱)				Year-on-Year Change (%)	
	Average	1998	1999	2000	1998-1999	1999-2000
<b>ALL INDUSTRIES</b>	<b>7,200</b>	<b>6,700</b>	<b>7,200</b>	<b>7,700</b>	<b>7.5</b>	<b>6.9</b>
Mining & Quarrying	7,500	7,900	6,400	8,200	-19.0	28.1
Manufacturing	6,900	6,400	6,900	7,300	7.8	5.8
Electricity, Gas & Water Supply	12,500	12,500	12,000	13,000	-4.0	8.3
Construction	6,500	6,000	6,600	6,800	10.0	3.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	6,400	6,200	6,300	6,800	1.6	7.9
Hotels & Restaurants	5,700	5,200	5,700	6,200	9.6	8.8
Transport, Storage & Communications	7,500	7,100	7,700	7,800	8.5	1.3
Financial Intermediation	10,800	10,800	10,400	11,300	-3.7	8.7
Real Estate, Renting & Bus. Activities	6,700	6,400	6,500	7,100	1.6	9.2
Education (Private Education Services)	8,200	7,400	8,100	9,000	9.5	11.1
Health & Social Work	6,800	6,000	6,700	7,600	11.7	13.4
Other Community, Social & Personal Service Activities	7,700	7,400	7,600	8,200	2.7	7.9
<b>ALL REGIONS</b>	<b>7,200</b>	<b>6,700</b>	<b>7,200</b>	<b>7,700</b>	<b>7.5</b>	<b>6.9</b>
National Capital Region	8,000	7,500	8,000	8,600	6.7	7.5
Cordillera Autonomous Region	7,200	7,600	6,600	7,400	-13.2	12.1
Region I - Ilocos Region	5,600	5,300	5,500	6,000	3.8	9.1
Region II - Cagayan Valley	6,100	5,100	6,100	7,100	19.6	16.4
Region III - Central Luzon	6,300	5,800	6,400	6,700	10.3	4.7
Region IV - Southern Tagalog	7,000	6,500	7,000	7,600	7.7	8.6
Region V - Bicol Region	6,300	5,500	6,700	6,600	21.8	-1.5
Region VI - Western Visayas	6,000	5,300	6,100	6,500	15.1	6.6
Region VII - Central Visayas	5,900	5,400	6,000	6,200	11.1	3.3
Region VIII - Eastern Visayas	6,700	6,500	6,700	6,800	3.1	1.5
Region IX - Western Mindanao	5,200	4,900	5,200	5,500	6.1	5.8
Region X - Northern Mindanao	6,300	6,400	6,300	6,200	-1.6	-1.6
Region XI - Southern Mindanao	5,000	4,800	4,900	5,200	2.1	6.1
Region XII - Central Mindanao	7,400	6,900	8,300	7,000	20.3	-15.7
Caraga	5,400	4,600	5,700	5,800	23.9	1.8
<b>ALL EMPLOYMENT SIZES</b>	<b>7,200</b>	<b>6,700</b>	<b>7,200</b>	<b>7,700</b>	<b>7.5</b>	<b>6.9</b>
20 - 49 Workers	6,100	5,900	6,100	6,400	3.4	4.9
50 - 199 Workers	6,700	6,500	6,500	7,000	0.0	7.7
200 or More Workers	7,700	7,200	7,700	8,300	6.9	7.8

*Note: Details may not add up to totals due to rounding of figures.*

*Source of data: Bureau of Labor and Employment Statistics  
Employment, Hours and Earnings Survey.*