

# Philippines - Occupational Wages Survey 2014

**Labor Standards and Relations Statistics Division, Social Sector Statistics Service,  
Sectoral Statistics Office, Philippine Statistics Authority**

Report generated on: February 16, 2023

Visit our data catalog at: <https://psada.psa.gov.ph/>

## Overview

### Identification

---

ID NUMBER  
PHL-PSA-OWS-2014-v01

### Version

---

VERSION DESCRIPTION  
v2: Edited data, for public distribution.

PRODUCTION DATE  
2015-07-31

### Overview

---

ABSTRACT  
A. Objectives

To generate statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

B. Uses of Data

Inputs to wage, income, productivity and price policies, wage fixing and collective bargaining; occupational wage rates can be used to measure wage differentials, wage inequality in typical low wage and high wage occupations and for international comparability; industry data on basic pay and allowance can be used to measure wage differentials across industries, for investment decisions and as reference in periodic adjustments of minimum wages.

C. Main Topics Covered

Occupational wage rates

Median basic pay and median allowances of time-rate workers on full-time basis

KIND OF DATA  
Sample survey data [ssd]

UNITS OF ANALYSIS  
Establishment

### Scope

---

NOTES  
The scope of the survey includes:

- Employment and wage rates of time-rate workers on full-time basis
- Employment and wage rates of time-rate workers on full-time basis in selected occupations

TOPICS

Topic	Vocabulary	URI
-------	------------	-----

LABOUR AND EMPLOYMENT [3]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>
working conditions [3.6]/wage rates	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>

## Coverage

### GEOGRAPHIC COVERAGE

National coverage, 17 administrative regions

### GEOGRAPHIC UNIT

National Capital Region

Cordillera Administrative Region

Region I - Ilocos Region

Region II- Cagayan Valley

Region III- Central Luzon

Region IVA - CALABARZON

Region IVB - MIMAROPA

Region V - Bicol Region

Region VI - Western Visayas

Region VII - Central Visayas

Region VIII - Eastern Visayas

Region IX - Zamboanga Peninsula

Region X - Northern Mindanao

Region XI - Davao

Region XII - SOCCSKSARGEN

Caraga

Autonomous Region in Muslim Mindanao

### UNIVERSE

Covered agricultural and non-agricultural establishments employing 20 or more workers except central banking, public administration and defense and compulsory social security, public education services, public medical, dental and other health services, activities of membership organizations, activities of households as employers of domestic personnel, undifferentiated goods-and-services-producing activities of households for own use and activities of extra-territorial organizations and bodies.

## Producers and Sponsors

### PRIMARY INVESTIGATOR(S)

Name	Affiliation
Labor Standards and Relations Statistics Division, Social Sector Statistics Service, Sectoral Statistics Office, Philippine Statistics Authority	

## OTHER PRODUCER(S)

Name	Affiliation	Role

## FUNDING

Name	Abbreviation	Role
Philippine Statistics Authority	PSA	

## OTHER ACKNOWLEDGEMENTS

Name	Affiliation	Role
Field Offices, Philippine Statistics Authority		

## Metadata Production

---

## METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Ma. Victoria B. Dolor	MVBD	Philippine Statistics Authority	Documenter
Theresita N. Pangan	TNP	Philippine Statistics Authority	Reviewer
Yolanda L. Navea	YLN	Philippine Statistics Authority	Reviewer
Wilma A. Guillen	WAG	Philippine Statistics Authority	Approving Officer

## DATE OF METADATA PRODUCTION

2016-01-25

## DDI DOCUMENT VERSION

Version 1 - This is the first documentation using the DDI Standards.

## DDI DOCUMENT ID

DDI-PHL-PSA-OWS-2014-v01

## Sampling

### Sampling Procedure

---

**Statistical unit:** The statistical unit is the establishment. Each unit is classified to an industry that reflects its main economic activity--the activity that contributes the biggest or major portion of the gross income or revenues of the establishment.

**Survey universe/Sampling frame:** The 2014 BLES Survey Sampling Frame (2014 SSF) is an integrated list of establishments culled from the updated 2012 BLES Survey Sampling Frame based on the status of establishments reported in the 2011/2012 BLES Integrated Survey (BITS) and 2012 Occupational Wages Survey (OWS). Other sources were Lists of Establishments from the National Statistics Office (2012), DOLE Regional Office IV-B, and the BLES Job Displacement Monitoring System (JDMS).

**Sampling design:** The OWS is a sample survey of agricultural and non-agricultural establishments employing 20 persons or more where the survey domain is the industry. Those establishments employing at least 200 persons are covered with certainty and the rest are sampled (stratified random sampling). The design does not consider the region as a domain to allow for detailed industry groupings.

**Sample size:** For 2014 OWS, the number of establishments covered is 8,399, of which, 6,595 were eligible units.

**Note:** For complete Survey Design, refer to Field Operations Manual Chapter 1 Section 1.5.

### Response Rate

---

The response rate in terms of eligible units was 87.2%.

### Weighting

---

Not all of the fielded questionnaires are accomplished. During data collection, there are reports of permanent closures, non-location, duplicate listing and shifts in industry and employment outside the survey coverage. Establishments that fall in these categories are not eligible elements of the frame and their count is not considered in the estimation. Non-respondents are made up of refusals, strikes or temporary closures, and those establishments whose questionnaires contain inconsistent item responses and have not replied to the verification queries by the time output table generation commences.

Respondents are post-stratified as to geographic, industry and employment size classifications. Non-respondents are retained in their classifications.

Sample values of basic pay and allowances for the monitored occupations whose basis of payment is an hour or a day are converted into a standard monthly equivalent, assuming 313 working days and 8 hours per day. (Daily rate x 26.08333; Hourly rate x 208.66667)

Estimates are obtained by simple expansion, i.e. by multiplying the sample values at the cell level (industry and employment size) by the corresponding blowing-up factor which is the ratio of the estimated population of establishments to the number of responding establishments. These estimates are then aggregated to the desired totals.

Dividing the estimated total basic pay (or total allowances) in each occupation by the corresponding estimate of time-rate workers on full-time basis results to the average monthly basic pay or average monthly allowances as the case may be. The monthly average basic pay and monthly average allowances are then summed up to provide the average monthly wage rates by occupation.

The median monthly basic pay is computed from the estimated distribution of workers by monthly basic pay. On the other hand, the median monthly allowance is computed only for those workers reported with allowances.

A 95% level of reliability of survey estimates of average occupational wage rates is desired. These are to be assessed through their coefficients of variation (CVs).

# Questionnaires

## Overview

---

The questionnaire contains the following sections:

### Cover Page (Page 1)

This contains the address box, contact particulars for assistance, spaces for changes in the name and location of sample establishment and head office information in case the questionnaire is endorsed to it and status codes of the establishment to be accomplished by PSA and its field personnel.

### Survey Information (Page 2)

This contains the survey objective and uses of the data, scope of the survey, confidentiality clause, collection authority, authorized field personnel, coverage, periodicity and reference period, due date for accomplishment and expected date when the results of the 2014 OWS would be available.

### Part A: General Information (Page 3)

This portion inquires on main economic activity, major products/goods or services and total employment.

### Part B: Employment and Wage Rates of Time-Rate Workers on Full-Time Basis (Pages 4-5)

This section requires data on the number of time-rate workers on full-time basis by time unit and by basic pay and allowance intervals.

### Part C: Employment and Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations (Pages 6-9)

This part inquires on the basic pay and allowance per time unit and corresponding number of workers in the two benchmark occupations and in the pre-determined occupations listed in the occupational sheet to be provided to the establishment where applicable.

### Part D: Certification (Page 10)

This portion is provided for the respondent's name/signature, position, telephone no., fax no. and e-mail address and time spent in answering the questionnaire.

Appropriate spaces are also provided to elicit comments on data provided for the 2014 OWS; results of the 2012 OWS; and presentation/packaging, particularly on the definition of terms, layout, font and color.

### Part E: Survey Personnel (Page 10)

This portion is for the particulars of the enumerators and area/regional supervisors and reviewers at the PSA Central Office and PSA Field Offices involved in the data collection and review of questionnaire entries.

### Part F: Industries With Selected Occupations (Page 11)

The list of industries for occupational wage monitoring has been provided to guide the enumerators in ensuring that the correct occupational sheet has been furnished to the respondent.

### Selected Statistics from 2012 OWS (Page 12)

The results of the 2012 OWS are found on page 12 of the questionnaire. These results can serve as a guide to the survey personnel in editing/review of the entries in the questionnaire.

Note: Refer to Questionnaire and List of Monitored Occupations.

## Data Collection

### Data Collection Dates

---

Start	End	Cycle
2014-07-01	2015-03-30	N/A

### Data Collection Mode

---

Other [oth] mixed method: self-accomplished, mailed, face-to-face

### Data Collection Notes

---

The survey is conducted in coordination with the PSA Field Offices (except the National Capital Region). On a project basis, enumerators are hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires are mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope is provided. The establishments may also submit the accomplished questionnaires through fax. Delivery of questionnaires starts in July of the reference year and retrieval will commence after all questionnaires have been delivered or within 10 working days from delivery to an establishment or on a date agreed upon by the contact person and the enumerator. The basic data originate from the payroll records of establishments.

To assist the respondents in classifying their job titles that may have different nomenclatures than the PSOC, an occupational sheet is inserted in the questionnaire of an establishment whose industry belongs to the 50 pre-determined industries that will be monitored on occupational wage rates. This sheet contains a list of the occupations being monitored in each of the industry and their corresponding job descriptions in accordance with the PSOC.

The occupations may vary across establishments depending on their industry classification. Establishments that fall outside the 50 industries are not given occupational sheets. However, in the event that the industry of such establishment has been misclassified in the sampling frame and should have been provided an occupational sheet, the field staff is instructed to give the respondent the relevant occupational sheet. The two (2) occupations considered as benchmark (accounting and bookkeeping clerks; and unskilled laborers except janitors, messengers and freight handlers) and their corresponding job descriptions appear in the pertinent portion of the survey questionnaire. Wage rates of these occupations will be monitored in all industries covered by the survey.

Note: Refer to Metadata in Technical Documents.

## Questionnaires

---

The questionnaire contains the following sections:

#### Cover Page (Page 1)

This contains the address box, contact particulars for assistance, spaces for changes in the name and location of sample establishment and head office information in case the questionnaire is endorsed to it and status codes of the establishment to be accomplished by PSA and its field personnel.

#### Survey Information (Page 2)

This contains the survey objective and uses of the data, scope of the survey, confidentiality clause, collection authority, authorized field personnel, coverage, periodicity and reference period, due date for accomplishment and expected date when the results of the 2014 OWS would be available.

#### Part A: General Information (Page 3)

This portion inquires on main economic activity, major products/goods or services and total employment.

#### Part B: Employment and Wage Rates of Time-Rate Workers on Full-Time Basis (Pages 4-5)

This section requires data on the number of time-rate workers on full-time basis by time unit and by basic pay and allowance

intervals.

**Part C: Employment and Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations (Pages 6-9)**

This part inquires on the basic pay and allowance per time unit and corresponding number of workers in the two benchmark occupations and in the pre-determined occupations listed in the occupational sheet to be provided to the establishment where applicable.

**Part D: Certification (Page 10)**

This portion is provided for the respondent's name/signature, position, telephone no., fax no. and e-mail address and time spent in answering the questionnaire.

Appropriate spaces are also provided to elicit comments on data provided for the 2014 OWS; results of the 2012 OWS; and presentation/packaging, particularly on the definition of terms, layout, font and color.

**Part E: Survey Personnel (Page 10)**

This portion is for the particulars of the enumerators and area/regional supervisors and reviewers at the PSA Central Office and PSA Field Offices involved in the data collection and review of questionnaire entries.

**Part F: Industries With Selected Occupations (Page 11)**

The list of industries for occupational wage monitoring has been provided to guide the enumerators in ensuring that the correct occupational sheet has been furnished to the respondent.

**Selected Statistics from 2012 OWS (Page 12)**

The results of the 2012 OWS are found on page 12 of the questionnaire. These results can serve as a guide to the survey personnel in editing/review of the entries in the questionnaire.

Note: Refer to Questionnaire and List of Monitored Occupations.

## Data Collectors

Name	Abbreviation	Affiliation
Labor Standards and Relations Statistics Division/Employment Demand Statistics Division (for National Capital Region), Philippine Statistics Authority		
PSA Field Offices (for areas outside National Capital Region), Philippine Statistics Authority		

## Supervision

The personnel from the PSA Field Offices supervised the data collectors/enumerators in their respective regions. In provinces/areas where there were relatively many establishments to be covered, area supervisors were hired to assist the regional staff in the supervision of data collection activities. The Labor Standards and Relations Statistics Division handled the field operations in the National Capital Region.

Note: Refer to Field Operations Manual Chapter 3 Section 3.2.

## Data Processing

### Data Editing

---

Data are manually and electronically processed. Upon collection of accomplished questionnaires, enumerators perform field editing before leaving the establishments to ensure completeness, consistency and reasonableness of entries in accordance with the field operations manual. The forms are again checked for data consistency and completeness by their field supervisors.

The LSRSD personnel undertake the final review, coding of information on classifications used, data entry and validation and scrutiny of aggregated results for coherence. Questionnaires with incomplete or inconsistent entries are returned to the establishments for verification, personally or through mail.

Note: Refer to Field Operations Manual Chapter 1 Section 1.10.

### Other Processing

---

Processing involved the following activities:

1. Batch labelling
2. Office editing and coding
3. Status monitoring and printing of Survey Status Report (5th and 20th of the month)
4. Data entry (MS Access)
5. Printing of validation prooflists
6. Data validation (1st and 2nd pass)
7. Re-encoding of data
8. Re-validation and re-encoding
9. Back-up MS Access database
10. Conversion of file from MS Access to SPSS
11. Computation of weights and recoding of some variables
12. Output tables generation
13. Publication tables preparation

Note: Refer to Guidelines and Syntax.

## Data Appraisal

### **Estimates of Sampling Error**

Estimates of the sampling errors will be computed and posted in PSA website.

### **Other forms of Data Appraisal**

The survey results are checked for consistency with the results of previous OWS data and the minimum wage rates corresponding to the reference period of the survey.

Average wage rates of unskilled workers by region is compared for proximity with the corresponding minimum wage rates during the survey reference period.