

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC /PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
	Average of Selected Occupations	13,888^a
A01/A02	Crop and Animal Production, Hunting and Related Service Activities; Forestry and Logging	
611	Field Crop Farm Workers	7,435
631	Forestry Workers	6,998
632	Loggers	9,440
1491 ^b	Farm/Plantation Supervisors	11,740
1492 ^b	Forest Supervisors	6,810
4121	Accounting and Bookkeeping Clerks	11,306
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,715
A03	Fishing and Aquaculture	
641	Aqua-Farm Cultivators	7,058
4121	Accounting and Bookkeeping Clerks	10,271
6420	Inland and Coastal Waters Fishermen	6,282
6430	Deep-Sea Fishermen	12,313
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,104
B05/B06/ B08	Mining of Coal and Lignite; Extraction of Crude Petroleum and Natural Gas; and Other Mining and Quarrying	
1430	Production Supervisors and General Foremen	14,983
2114	Geologists	47,578
2159	Mining Engineers	28,502
3117	Mining Engineering Technicians	9,359
4121	Accounting and Bookkeeping Clerks	12,980
7111	Miners and Quarry Workers	7,846
8111	Mining Plant Operators	11,862
8112	Stone Processing Plant Operators	10,596
8113	Well Drillers and Borers and Related Workers	10,056
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,870
B07	Mining of Metal Ores	
1430	Production Supervisors and General Foremen	24,530
2114	Geologists	38,511
2159	Mining Engineers and Metallurgists	45,005
3117	Mining and Metallurgical Engineering Technicians	16,975
4121	Accounting and Bookkeeping Clerks	16,071
7111	Miners and Quarry Workers	9,514
7112	Shotfirers and Blasters	9,335
8111	Mining Plant Operators	14,819
8112	Mineral Ore Processing Plant Operators	10,972
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,857
C10/C11	Manufacture of Food Products and Beverages	
741	Food Processing and Related Trades Workers	8,793
826	Food and Related Products Machine Operators	12,084
1430	Production Supervisors and General Foremen	18,674
2155	Food Technologists	19,465
3116	Chemical Engineering Technicians	14,637
3152	Quality Inspectors	12,720
4121	Accounting and Bookkeeping Clerks	14,202
4132	Production Clerks	12,741
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,036
C13	Manufacture of Textiles	
1430	Production Supervisors and General Foremen	15,077
3152	Quality Inspectors	11,139
4121	Accounting and Bookkeeping Clerks	14,444
7431	Fiber Preparers	6,914
7432	Weavers, Knitters and Related Workers	9,496
8251	Fiber Preparing, Spinning and Winding Machine Operators	9,993
8252	Weaving and Knitting Machine Operators	12,395
8254	Bleaching, Dyeing and Cleaning Machine Operators	11,507
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,853

^a The data refers to the average monthly wage rate across the selected occupations in the selected industries.

^b BLES code.

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (₱)
C14	Manufacture of Wearing Apparel	
1430	Production Supervisors and General Foremen	13,117
3152	Quality Inspectors	9,813
4121	Accounting and Bookkeeping Clerks	11,832
4132	Production Clerks	9,744
7433	Tailors, Dressmakers and Hatters	8,645
7434	Textile, Leather and Related Pattern Makers and Cutters	9,326
7435	Sewers, Embroiderers and Related Workers	9,085
8253	Sewing Machine Operators	8,852
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,361
C15	Manufacture of Leather and Related Products	
1430	Production Supervisors and General Foremen	14,901
3152	Quality Inspectors	11,266
4121	Accounting and Bookkeeping Clerks	11,624
4132	Production Clerks	10,974
7441	Tanners	c
7442	Shoemakers and Related Workers	9,047
8255	Leather Preparing Machine Operators	9,479
8256	Shoemaking and Related Machine Operators	9,771
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,754
C162	Manufacture of Products of Wood, Cork, Straw and Plaiting Materials	
1430	Production Supervisors and General Foremen	11,108
4121	Accounting and Bookkeeping Clerks	11,481
4132	Production Clerks	8,809
7421	Wood Treaters	10,281
7423	Woodworking-Machine Setters and Setter-Operators	8,623
8141	Wood Processing Plant Operators	6,017
8240	Wood Products Machine Operators	9,022
8275	Wood and Related Products Assemblers	9,272
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,667
C17	Manufacture of Paper and Paper Products	
1430	Production Supervisors and General Foremen	17,135
2154	Mechanical Engineers	21,361
3115	Mechanical Engineering Technicians	12,679
4121	Accounting and Bookkeeping Clerks	13,892
4132	Production Clerks	11,094
8142	Paper Pulp Plant Operators	13,013
8143	Papermaking Plant Operators	11,892
8276	Paperboard and Related Products Assemblers	10,281
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,750
C18	Printing and Reproduction of Recorded Media	
1430	Production Supervisors and General Foremen	17,024
2154	Mechanical Engineers	21,395
2451	Journalists and Other Writers	22,905
4121	Accounting and Bookkeeping Clerks	12,367
4143	Proofreaders and Copymarkers	13,832
7341	Compositors, Typesetters and Related Workers	13,631
7342	Stereotypers and Electrotypers	13,265
7343	Printing Engravers and Etchers	14,231
7345	Bookbinders and Related Workers	11,510
7347	Pressman Letterpress and Related Workers	11,831
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,522

b BLES code.

c No report.

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
C19	Manufacture of Coke and Refined Petroleum Products	
1430	Production Supervisors and General Foremen	34,444
2155	Chemical Engineers	25,368
3116	Chemical Engineering Technicians	13,023
4121	Accounting and Bookkeeping Clerks	18,448
4132	Production Clerks	10,606
7234	Industrial Machinery Mechanics and Fitters	c
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	11,633
8153	Chemical-Filtering and Separating Equipment Operators	13,180
8155	Petroleum Refining Plant Operators	11,572
8159	Coke Production Plant Operators	c
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,310
C20	Manufacture of Chemicals and Chemical Products	
1430	Production Supervisors and General Foremen	26,084
2155	Chemical Engineers	29,195
3116	Chemical Engineering Technicians	16,722
4121	Accounting and Bookkeeping Clerks	17,904
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	15,590
8152	Chemical Heat-Treating Plant Operators	15,809
8153	Chemical-Filtering and Separating Equipment Operators	9,760
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,541
C21	Manufacture of Basic Pharmaceutical Products and Pharmaceutical Preparation	
1430	Production Supervisors and General Foremen	19,512
2113	Pharmaceutical Chemists	20,633
2155	Chemical Engineers	23,329
3116	Chemical Engineering Technicians	32,044
4121	Accounting and Bookkeeping Clerks	14,653
8221	Pharmaceutical and Toiletry Products Machine Operators	10,439
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,786
C221	Manufacture of Rubber Products	
1430	Production Supervisors and General Foremen	17,064
2154	Mechanical Engineers	23,311
2155	Chemical Engineers	32,043
3116	Chemical Engineering Technicians	17,668
3152	Quality Inspectors	11,117
4121	Accounting and Bookkeeping Clerks	13,880
4132	Production Clerks	10,190
8231	Rubber Products Machine Operators	11,276
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,468
C222	Manufacture of Plastic Products	
1430	Production Supervisors and General Foremen	20,384
2154	Mechanical Engineers	43,480
2155	Chemical Engineers	20,982
3116	Chemical Engineering Technicians	12,708
3152	Quality Inspectors	10,261
4121	Accounting and Bookkeeping Clerks	13,786
4132	Production Clerks	10,330
8232	Plastic Products Machine Operators	9,880
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,433
C23	Manufacture of Other Non-Metallic Mineral Products	
732	Potters, Glass-Makers and Related Trades Workers	10,422
813	Glass, Ceramics and Related Plant Operators	12,905
1430	Production Supervisors and General Foremen	23,658
2154	Mechanical Engineers	23,410
3152	Quality Inspectors	14,317
4121	Accounting and Bookkeeping Clerks	17,309
4132	Production Clerks	9,357
8212	Cement and Other Mineral Products Machine Operators	19,847
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,476

b BLES code.

c No report.

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC /PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
C24	Manufacture of Basic Metals	
1430	Production Supervisors and General Foremen	21,530
4121	Accounting and Bookkeeping Clerks	14,615
7211	Metal Molders and Core Makers	10,241
7213	Sheet-Metal Workers	11,535
8121	Ore and Metal Furnace Operators	15,218
8122	Metal Melters, Casters and Rolling-Mill Operators	14,372
8123	Metal Heat Treating Plant Operators	10,494
8124	Metal Drawers and Extruders	13,013
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,888
C25	Manufacture of Fabricated Metal Products, except Machinery and Equipment	
1430	Production Supervisors and General Foremen	17,459
3152	Quality Inspectors	11,556
4121	Accounting and Bookkeeping Clerks	14,493
7212	Welder and Flamecutters	9,033
7214	Structural Metal Preparers	8,916
7221	Blacksmiths, Hammersmiths and Forging Press Operators	8,785
7223	Machine-Tool Setters and Setter-Operators	11,802
8211	Machine Tool Operators	9,713
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,456
C26	Manufacture of Computer, Electronic and Optical Products	
1430	Production Supervisors and General Foremen	18,793
2153	Electronics and Telecommunications Engineers	19,529
3114	Electronics and Telecommunications Engineering Technicians	11,022
3152	Quality Inspectors	10,860
4121	Accounting and Bookkeeping Clerks	15,132
4132	Production Clerks	10,719
7243	Electronics Fitters	9,044
8273	Electronic Equipment Assemblers	8,950
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,231
C27	Manufacture of Electrical Equipment	
1430	Production Supervisors and General Foremen	16,355
2152	Electrical Engineers	18,880
3113	Electrical Engineering Technicians	12,076
3152	Quality Inspectors	10,581
4121	Accounting and Bookkeeping Clerks	13,454
4132	Production Clerks	10,392
7242	Electrical Mechanics and Fitters	10,636
8272	Electrical Equipment Assemblers	9,090
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,641
C28	Manufacture of Machinery and Equipment, n.e.c.	
1430	Production Supervisors and General Foremen	18,524
2154	Mechanical Engineers	19,237
3152	Quality Inspectors	11,990
4121	Accounting and Bookkeeping Clerks	13,768
4132	Production Clerks	11,485
7212	Welders and Flamecutters	10,875
7222	Tool Makers and Related Workers	10,696
7234	Agricultural or Industrial Machinery Mechanics and Fitters	11,720
8271	Mechanical Machinery Assemblers	9,306
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,694
C29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	
1430	Production Supervisors and General Foremen	21,827
2154	Mechanical Engineers	19,601
3115	Mechanical Engineering Technicians	14,794
3152	Quality Inspectors	16,202
4121	Accounting and Bookkeeping Clerks	15,056
7213	Sheet-Metal Workers	12,662
7231	Motor Vehicle Mechanics and Related Trades Workers	17,423
8271	Mechanical Machinery Assemblers	11,613
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,132

b BLES code.

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
C301	Building of Ships and Boats	
1430	Production Supervisors and General Foremen	14,703
2154	Marine Engineers	19,915
3152	Quality Inspectors	14,652
4121	Accounting and Bookkeeping Clerks	15,839
4132	Production Clerks	17,176
7136	Plumbers, Pipe Fitters and Other Related Workers	7,855
7212	Welders and Flamecutters	9,127
7214	Structural Metal Preparers, Erectors and Related Workers	8,363
7215	Riggers and Cable Splicers	11,339
7233	Marine Crafts Mechanics	15,702
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,082
C31	Manufacture of Furniture	
1430	Production Supervisors and General Foremen	13,363
3152	Quality Inspectors	10,195
3471	Decorators and Commercial Designers	10,792
4121	Accounting and Bookkeeping Clerks	10,671
4132	Production Clerks	12,087
7422	Cabinet/Furniture Makers and Related Workers	8,709
7424	Rattan, Bamboo and Other Wicker Furniture Workers	8,186
7436	Upholsterers and Related Workers	9,812
8240	Wood Products Machine Operators	9,400
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,564
D35	Electricity, Gas, Steam and Air Conditioning Supply	
1430	Production Supervisors and General Foremen	31,686
2152	Electrical Engineers	28,466
3113	Electrical Engineering Technicians	26,818
4121	Accounting and Bookkeeping Clerks	20,072
4215	Debt Collectors and Related Workers	17,378
4225 ^b	Customer Service Representatives/Associates (in call centers)	21,140
7242	Electrical Mechanics and Fitters	19,639
7246	Lineman, Line Installers and Cable Splicers	18,063
8161	Power-Production Plant Operators	25,036
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,535
E36	Water Collection, Treatment and Supply	
1430	Production Supervisors and General Foremen	29,077
2151	Civil Engineers	27,664
3112	Civil Engineering Technicians	16,725
3152	Quality Inspectors	21,146
4121	Accounting and Bookkeeping Clerks	19,195
4215	Debt Collectors and Related Workers	18,640
4225 ^b	Customer Service Representatives/Associates (in call centers)	17,318
7136	Plumbers, Pipe Fitters and Other Related Workers	14,317
8163	Water-Treatment and Related Plant Operators	15,661
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,314
F41/F42/F43	Construction	
1430	Production Supervisors and General Foremen	15,495
2151	Civil Engineers	19,177
4121	Accounting and Bookkeeping Clerks	12,500
7122	Masons and Related Concrete Finishers	11,590
7123	Carpenters and Joiners	11,317
7134	Insulation Workers	12,277
7136	Plumbers, Pipe Fitters and Other Related Workers	11,597
7214	Structural Metal Preparers, Erectors and Related Workers	10,252
7234	Heavy Equipment Mechanics	12,666
7241	Building and Related Electricians	11,669
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,816

^b BLES code.

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(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
G45	Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	
144	Sales Supervisors	17,052
2411	Accountants and Auditors	17,248
3415	Technical and Commercial Sales Representatives	11,777
4121	Accounting and Bookkeeping Clerks	11,713
4131	Stock Clerks	10,024
4211	Cashiers	11,732
5220	Shop Salespersons and Demonstrators	11,384
7231	Motor Vehicle Mechanics and Related Trades Workers	10,873
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,164
G46	Wholesale Trade except of Motor Vehicles and Motorcycles	
144	Sales Supervisors	30,690
2411	Accountants and Auditors	28,021
3415	Technical and Commercial Sales Representatives	16,234
4121	Accounting and Bookkeeping Clerks	13,818
4131	Stock Clerks	11,617
4211	Cashiers	13,911
4224 ^b	Telemarketers	13,154
5220	Shop Salespersons and Demonstrators	12,169
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,562
G47	Retail Trade except of Motor Vehicles and Motorcycles	
144	Sales Supervisors	15,643
2411	Accountants and Auditors	19,177
4121	Accounting and Bookkeeping Clerks	12,779
4131	Stock Clerks	10,167
4211	Cashiers	10,192
4224 ^b	Telemarketers	12,757
5220	Shop Salespersons and Demonstrators	9,360
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,674
H49 excl. H492	Land Transport and Transport via Pipelines except Transport via Buses	
1421	Road Transport Service Supervisors	24,617
4121	Accounting and Bookkeeping Clerks	12,477
4133	Transport Clerks (Dispatchers)	12,149
7231	Motor Vehicle Mechanics and Related Trades Workers	10,284
8324	Heavy Truck and Lorry Drivers	11,199
9333	Freight Handlers	10,547
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,129
H492	Transport via Buses	
1421	Road Transport Service Supervisors	13,331
4121	Accounting and Bookkeeping Clerks	10,877
4133	Transport Clerks (Dispatchers)	11,320
4221	Ticket Clerks	11,555
5112	Bus Conductors	8,706
5114 ^b	Bus Inspectors	9,938
7231	Motor Vehicle Mechanics and Related Trades Workers	10,086
8323	Bus Drivers	10,031
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,839

^b BLES code.

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2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
H50	Water Transport	
1423	Maritime Transport Service Supervisors	25,870
3141	Ship's Engineers	24,408
3142	Ships' Deck Officers and Pilots	22,128
4121	Accounting and Bookkeeping Clerks	14,737
4133	Transport Clerks	14,602
4221	Ticket Clerks	10,316
5111	Travel Attendants and Travel Stewards	8,524
7233	Marine Crafts Mechanics	13,716
8340	Ships' Deck Crews and Related Workers	11,413
9333	Freight Handlers	12,075
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,560
H51	Air Transport	
1422	Air Transport Service Supervisors	17,928
3143	Aircraft Pilots, Navigators and Flight Engineers	74,989
4121	Accounting and Bookkeeping Clerks	15,080
4133	Transport Clerks	11,507
4221	Ticket Clerks	16,859
5111	Travel Attendants and Travel Stewards	16,809
7232	Aircraft Engine Mechanics and Fitters	28,544
9333	Freight Handlers	13,988
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,455
H52	Warehousing and Support Activities for Transportation	
3422	Clearing and Forwarding Agents	12,645
4121	Accounting and Bookkeeping Clerks	14,348
8324	Heavy Truck and Lorry Drivers	12,420
9333	Freight Handlers	10,786
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,032
I55/I56	Accommodation and Food Service Activities	
2411	Accountants and Auditors	18,403
4121	Accounting and Bookkeeping Clerks	11,944
4222	Receptionists and Information Clerks	10,931
5120 ^b	Service Crew	9,886
5121	Housekeepers and Related Workers	10,201
5122	Cooks	11,374
5123	Waiters, Waitresses and Bartenders	10,175
9132	Helpers and Cleaners	12,302
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,867
J58	Publishing Activities	
1430	Production Supervisors and General Foremen	23,150
2154	Mechanical Engineers	17,990
2451	Journalists and Other Writers	18,729
4121	Accounting and Bookkeeping Clerks	15,495
4143	Proofreaders and Copymarkers	15,396
7341	Compositors, Typesetters and Related Workers	15,701
7342	Stereotypers and Electrotypers	11,603
7343	Printing Engravers and Etchers	26,408
7345	Bookbinders and Related Workers	13,406
7347	Pressman Letterpress and Related Workers	15,214
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,812
J590^b	Animated Films and Cartoons Production	
2452	Multi-Media Artists and Animators	15,771
2455	Art Directors	46,459
3131	Film and Video Editors	16,000
3471	Graphic Designers	12,995
4121	Accounting and Bookkeeping Clerks	15,371
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	c

b BLES code.

c No report.

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2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (₱)
J61	Telecommunications	
1429	Communications Service Supervisors	21,462
2153	Electronics and Telecommunications Engineers	38,983
3114	Electronics and Telecommunications Engineering Technicians	17,425
4112	Telefax/Teleprinters/Telex Clerks	8,263
4121	Accounting and Bookkeeping Clerks	12,157
4223	Telephone Switchboard Operators	8,750
4225 ^b	Customer Service Representatives/Associates (in call centers)	13,084
7245	Telecommunication Equipment Installers and Repairers	13,076
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,487
J62/J63	Computer Programming, Consultancy and Related Activities; Information Service Activities	
2131	Systems Analysts and Designers	50,027
2132	Computer Programmers	36,163
2153	Electronics and Telecommunications Engineers	55,264
2157	Computer Engineers	35,728
3114	Electronics and Telecommunications Engineering Technicians	20,040
3121	Computer Assistants	23,071
3122	Computer Equipment Operators	12,493
4113	Data Entry Operators	9,929
4121	Accounting and Bookkeeping Clerks	19,011
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,085
K64 excl. K6411	Financial Service Activities except Insurance, Pension Funding and Central Banking	
2122	Statisticians	23,234
2411	Accountants and Auditors	23,731
2441	Economists	20,690
3411	Securities and Finance Dealers and Brokers	24,310
3433	Bookkeepers	15,686
4121	Accounting and Bookkeeping Clerks	15,632
4122	Statistical and Finance Clerks	10,353
4212	Tellers	14,393
4215	Debt Collectors and Related Workers	11,610
4225 ^b	Customer Service Representatives/Associates (in call centers)	14,535
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,472
K65	Insurance, Reinsurance and Pension Funding except Compulsory Social Security	
2121	Actuaries	47,876
2122	Statisticians	34,497
2132	Computer Programmers	33,281
2411	Accountants and Auditors	32,767
3412	Insurance Representatives	16,719
3417	Appraisers and Valuers	21,716
4121	Accounting and Bookkeeping Clerks	16,522
4122	Statistical and Finance Clerks	17,629
4215	Debt Collectors and Related Workers	19,401
4225 ^b	Customer Service Representatives/Associates (in call centers)	19,449
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,237
M692	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	
2411	Accountants and Auditors	23,346
3433	Bookkeepers	14,185
4113	Data Entry Operators	11,519
4121	Accounting and Bookkeeping Clerks	18,681
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	c

b BLES code.

c No report.

TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC/PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)
M711	Architectural and Engineering Activities and Related Technical Consultancy	
2114	Geologists	26,500
2141	Architects	25,128
2151	Civil Engineers	31,292
2152	Electrical Engineers	34,755
2156	Geodetic Engineers	21,421
3112	Civil Engineering Technicians	18,544
3113	Electrical Engineering Technicians	13,858
3118	Draftsmen	21,497
4121	Accounting and Bookkeeping Clerks	17,831
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	13,093
N79	Travel Agency, Tour Operator, Reservation Service and Related Activities	
3414	Travel Consultants and Organizers	17,913
4121	Accounting and Bookkeeping Clerks	15,086
4221	Travel Agency Clerks and Related Workers	14,538
5113	Travel Guides	14,704
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	16,067
N8221	Call Center Activities (Voice)	
2132	Computer Programmers	32,974
2157	Computer Engineers	36,013
3121	Computer Assistants	21,822
4121	Accounting and Bookkeeping Clerks	16,623
4225 ^b	Customer Service Representatives/Associates	17,737
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,851
N82226	Medical Transcription Activities	
2132	Computer Programmers	32,580
2157	Computer Engineers	27,095
3121	Computer Assistants	21,515
4116 ^b	Medical Transcriptionists	12,797
4121	Accounting and Bookkeeping Clerks	14,081
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	c
P85	Education except Public Education	
2310	College, University and Higher Education Teaching Professionals	26,229
2320	Technical and Vocational Instructors/Trainers	17,942
2331	General Secondary Education Teaching Professionals	14,077
2332	Science and Mathematics Teaching Professionals	15,673
2333	Vocational Education Teaching Professionals	17,748
2341	General Elementary Education Teaching Professionals	15,834
2342	Science and Mathematics Elementary Education Teaching Professionals	17,448
2351	Pre-Elementary Education Teaching Professionals	13,352
4121	Accounting and Bookkeeping Clerks	13,409
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,151
Q86	Human Health Activities except Public Health Activities	
2221	Medical Doctors	22,870
2222	Dentists	18,465
2225	Nutritionists-Dietitians	12,367
2227	Medical Technologists	11,902
2228	Physiotherapists	14,038
2231	Professional Nurses	11,488
2232	Professional Midwives	10,541
3133	Medical Equipment Operators	11,461
4121	Accounting and Bookkeeping Clerks	10,795
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,918

b BLES code.

c No report.

TABLE 2 - Average Monthly Wage Rates of Benchmark Occupations in Industries, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC	Industry	Average Monthly Wage Rates (₱)	
		Accounting and Bookkeeping Clerks	Unskilled Workers except Janitors, Messengers and Freight Handlers
	ALL INDUSTRIES	14,024	9,783
A	AGRICULTURE, FORESTRY AND FISHING	11,164	7,701
A01/A02	Crop and Animal Production, Hunting and Related Service Activities; Forestry and Logging	11,306	7,715
A03	Fishing and Aquaculture	10,271	6,104
B	MINING AND QUARRYING	15,617	7,581
B05/B06/ B08	Mining of Coal and Lignite; Extraction of Crude Petroleum and Natural Gas; and Other Mining and Quarrying	12,980	6,870
B07	Mining of Metal Ores	16,071	7,857
B09	Mining Support Service	22,551	a
C	MANUFACTURING	14,267	9,561
C10	Manufacture of Food Products	14,113	10,116
C11	Manufacture of Beverages	14,959	8,180
C12	Manufacture of Tobacco Products	35,504	6,469
C13	Manufacture of Textiles	14,444	9,853
C14	Manufacture of Wearing Apparel	11,832	8,361
C15	Manufacture of Leather and Related Products	11,624	8,754
C161	Sawmilling and Planing of Wood	10,833	8,003
C162	Manufacture of Products of Wood, Cork, Straw and Plaiting Materials	11,481	8,654
C17	Manufacture of Paper and Paper Products	13,892	11,750
C18	Printing and Reproduction of Recorded Media	12,367	9,522
C19	Manufacture of Coke and Refined Petroleum Products	18,448	11,310
C20	Manufacture of Chemicals and Chemical Products	17,904	11,541
C21	Manufacture of Basic Pharmaceutical Products and Pharmaceutical Preparation	14,653	10,786
C221	Manufacture of Rubber Products	13,880	9,468
C222	Manufacture of Plastic Products	13,786	9,433
C23	Manufacture of Other Non-Metallic Mineral Products	17,309	9,476
C24	Manufacture of Basic Metals	14,615	10,888
C25	Manufacture of Fabricated Metal Products except Machinery and Equipment	14,493	9,456
C26	Manufacture of Computer, Electronic and Optical Products	15,132	9,231
C27	Manufacture of Electrical Equipment	13,454	11,641
C28	Manufacture of Machinery and Equipment, n.e.c.	13,768	9,694
C29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	15,056	9,132
C30 excl. C301	Manufacture of Other Transport Equipment except Building of Ships and Boats	18,309	7,843
C301	Building of Ships and Boats	15,839	10,082
C31	Manufacture of Furniture	10,671	7,564
C32/C33	Other Manufacturing; Repair and Installation of Machinery and Equipment	13,351	7,975

a No report.

TABLE 2 - Average Monthly Wage Rates of Benchmark Occupations in Industries, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC	Industry	Average Monthly Wage Rates (₱)	
		Accounting and Bookkeeping Clerks	Unskilled Workers except Janitors, Messengers and Freight Handlers
D35	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	20,072	12,535
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	18,849	9,902
E36	Water Collection, Treatment and Supply	19,195	9,314
E37/E38	Sewerage; Waste Collection, Treatment and Disposal Activities; Materials Recovery	14,951	14,917
F41/F42/F43	CONSTRUCTION	12,500	10,816
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	13,031	9,911
G45	Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	11,713	7,164
G46	Wholesale Trade except of Motor Vehicles and Motorcycles	13,818	10,562
G47	Retail Trade except of Motor Vehicles and Motorcycles	12,779	9,674
H	TRANSPORTATION AND STORAGE	13,720	12,002
H49 excl. H492	Land Transport and Transport via Pipelines except Transport via Buses	12,477	12,129
H492	Transport via Buses	10,877	10,839
H50	Water Transport	14,737	12,560
H51	Air Transport	15,080	11,455
H52	Warehousing and Support Activities for Transportation	14,348	12,032
H53	Postal and Courier Activities	14,174	11,682
I55/I56	ACCOMMODATION AND FOOD SERVICE	11,944	8,867
J	INFORMATION AND COMMUNICATIONS	15,723	9,717
J58	Publishing Activities	15,495	10,812
J59/J60	Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities except Animated Films and Cartoons Production; Programming and Broadcasting Activities	16,857	8,618
J59 ^b	Animated Films and Cartoons Production	15,371	a
J61	Telecommunications	12,157	10,487
J62/J63	Computer Programming, Consultancy and Related Activities; Information Service Activities	19,011	8,085
K	FINANCIAL AND INSURANCE ACTIVITIES	15,625	10,696
K64 excl. K6411	Financial Service Activities except Insurance, Pension Funding and Central Banking	15,632	10,472
K65	Insurance, Reinsurance and Pension Funding except Compulsory Social Security	16,522	11,237
K66	Activities Auxiliary to Financial Service and Insurance Activities	14,343	10,919

a No report.

b BLES code.

TABLE 2 - Average Monthly Wage Rates of Benchmark Occupations in Industries, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refers to the sum of basic pay and regular/guaranteed cash allowances.)

2009 PSIC	Industry	Average Monthly Wage Rates (₱)	
		Accounting and Bookkeeping Clerks	Unskilled Workers except Janitors, Messengers and Freight Handlers
L68	REAL ESTATE ACTIVITIES	15,622	8,076
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	18,935	12,157
M excl. M692 and M711	Professional, Scientific and Technical Activities except Accounting, Architectural and Engineering Activities	19,325	11,974
M692	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	18,681	a
M711	Architectural and Engineering Activities and Related Technical Consultancy	17,831	13,093
N	ADMINISTRATIVE AND SUPPORT SERVICE	15,067	9,295
N77/N80/N81	Rental and Leasing Activities; Security and Investigation Activities; Services to Buildings and Landscape Activities	12,331	10,556
N78	Employment Activities	15,415	8,290
N79	Travel Agency, Tour Operator, Reservation Service and Related Activities	15,086	16,067
N82 excl. N8221 and N82226	Office Administrative, Office Support and Other Business Support Activities except Call Center Activities (Voice) and Medical Transcription Activities	16,498	11,007
N8221	Call Center Activities (Voice)	16,623	10,851
N82226	Medical Transcription Activities	14,081	a
P85	EDUCATION EXCEPT PUBLIC EDUCATION	13,409	9,151
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	11,107	8,999
Q86	Human Health Activities except Public Health Activities	10,795	8,918
Q87/Q88	Residential Care Activities; Social Work Activities without Accommodation	14,980	11,739
R	ARTS, ENTERTAINMENT AND RECREATION	12,529	9,495
R90	Creative, Arts and Entertainment Activities	17,278	16,186
R91/R92/R93	Libraries, Archives, Museums and Other Cultural Activities; Gambling and Betting Activities; Sports Activities and Amusement and Recreational Activities	12,399	9,305
S95/S96	REPAIR OF COMPUTERS AND PERSONAL AND HOUSEHOLD GOODS; OTHER PERSONAL SERVICE ACTIVITIES	13,710	10,512

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.*

a *No report.*

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.

TABLE 2.1 - Average Monthly Wage Rates of Benchmark Occupations in Industries by Region, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Wage rates refer to the sum of basic pay and regular/guaranteed cash allowances)

Region	Average Monthly Wage Rates (₱)	
	Accounting and Bookkeeping Clerks	Unskilled Workers except Janitors, Messengers and Freight Handlers
PHILIPPINES	14,024	9,783
National Capital Region	15,754	11,527
Cordillera Administrative Region	13,602	12,037
Region I - Ilocos Region	12,844	7,022
Region II - Cagayan Valley	11,210	6,842
Region III - Central Luzon	a	a
Region IV-A - CALABARZON	13,340	8,664
Region IV-B - MIMAROPA	a	a
Region V- Bicol	a	a
Region VI - Western Visayas	10,972	7,611
Region VII - Central Visayas	12,171	7,874
Region VIII - Eastern Visayas	8,450	7,025
Region IX - Zamboanga Peninsula	10,933	7,975
Region X - Northern Mindanao	10,493	7,641
Region XI - Davao	10,708	8,152
Region XII - SOCCSKSARGEN	12,706	7,308
Caraga	10,964	7,028
Autonomous Region in Muslim Mindanao	a	a

a Suppressed data due to low response rate.

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.

TABLE 3 - Median Monthly Basic Pay and Monthly Allowances of Time-Rate Workers on Full-Time Basis by Industry, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Median refers to the amount where half of the workers in the basic pay or allowance distribution receives more while the other half receives less)

2009 PSIC	Industry	Median Basic Pay (P)	Median Allowances ¹ (P)
	ALL INDUSTRIES	11,618	862
A	AGRICULTURE, FORESTRY AND FISHING	7,675	408
A01/A02	Crop and Animal Production, Hunting and Related Service Activities; Forestry and Logging	7,642	359
A03	Fishing and Aquaculture	7,972	3,066
B	MINING AND QUARRYING	9,709	1,036
B05/B06/ B08	Mining of Coal and Lignite; Extraction of Crude Petroleum and Natural Gas; and Other Mining and Quarrying	9,786	1,224
B07	Mining of Metal Ores	9,662	978
B09	Mining Support Service	25,024	5,125
C	MANUFACTURING	9,890	682
C10	Manufacture of Food Products	11,043	591
C11	Manufacture of Beverages	13,830	466
C12	Manufacture of Tobacco Products	15,217	5,014
C13	Manufacture of Textiles	11,308	629
C14	Manufacture of Wearing Apparel	8,499	566
C15	Manufacture of Leather and Related Products	8,830	608
C161	Sawmilling and Planing of Wood	9,434	424
C162	Manufacture of Products of Wood, Cork, Straw and Plaiting Materials	8,297	482
C17	Manufacture of Paper and Paper Products	11,582	578
C18	Printing and Reproduction of Recorded Media	11,804	664
C19	Manufacture of Coke and Refined Petroleum Products	16,571	2,153
C20	Manufacture of Chemicals and Chemical Products	12,400	1,074
C21	Manufacture of Basic Pharmaceutical Products and Pharmaceutical Preparation	12,469	1,305
C221	Manufacture of Rubber Products	10,468	750
C222	Manufacture of Plastic Products	9,194	504
C23	Manufacture of Other Non-Metallic Mineral Products	11,615	815
C24	Manufacture of Basic Metals	11,917	853
C25	Manufacture of Fabricated Metal Products except Machinery and Equipment	9,177	649
C26	Manufacture of Computer, Electronic and Optical Products	9,456	874
C27	Manufacture of Electrical Equipment	8,903	623
C28	Manufacture of Machinery and Equipment, n.e.c.	8,926	5,049
C29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	9,790	832
C30 excl. C301	Manufacture of Other Transport Equipment except Building of Ships and Boats	14,170	1,814
C301	Building of Ships and Boats	7,691	3,366
C31	Manufacture of Furniture	9,187	709
C32/C33	Other Manufacturing; Repair and Installation of Machinery and Equipment	9,183	803
D35	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	19,782	1,897
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	12,357	2,225
E36	Water Collection, Treatment and Supply	12,773	2,241
E37/E38	Sewerage; Waste Collection, Treatment and Disposal Activities; Materials Recovery	11,537	738
F41/F42/F43	CONSTRUCTION	11,485	668
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	11,506	692
G45	Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	11,445	671
G46	Wholesale Trade except of Motor Vehicles and Motorcycles	12,218	1,097
G47	Retail Trade except of Motor Vehicles and Motorcycles	11,194	639

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

TABLE 3 - Median Monthly Basic Pay and Monthly Allowances of Time-Rate Workers on Full-Time Basis by Industry, Philippines: July 2012 (Cont'd)

(Agricultural and non-agricultural establishments employing 20 and over. Median refers to the amount where half of the workers in the basic pay or allowance distribution receives more while the other half receives less)

2009 PSIC	Industry	Median Basic Pay (P)	Median Allowances ¹ (P)
H	TRANSPORTATION AND STORAGE	11,921	1,057
H49 excl. H492	Land Transport and Transport via Pipelines except Transport via Buses	11,615	1,773
H492	Transport via Buses	8,621	609
H50	Water Transport	13,758	2,044
H51	Air Transport	18,926	1,890
H52	Warehousing and Support Activities for Transportation	11,826	785
H53	Postal and Courier Activities	12,924	860
I55/I56	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	11,130	729
J	INFORMATION AND COMMUNICATIONS	18,440	1,856
J58	Publishing Activities	16,790	1,604
J59/J60	Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities except Animated Films and Cartoons Production; Programming and Broadcasting Activities	17,874	3,514
J590 ^a	Animated Films and Cartoons Production	17,321	1,714
J61	Telecommunications	23,896	1,633
J62/J63	Computer Programming, Consultancy and Related Activities; Information Service Activities	16,828	2,267
K	FINANCIAL AND INSURANCE ACTIVITIES	17,885	1,715
K64 excl. K6411	Financial Service Activities except Insurance, Pension Funding and Central Banking	17,854	1,742
K65	Insurance, Reinsurance and Pension Funding except Compulsory Social Security	18,751	1,639
K66	Activities Auxiliary to Financial Service and Insurance Activities	16,476	1,218
L68	REAL ESTATE ACTIVITIES	14,822	789
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	16,981	2,325
M excl. M692 and M711	Professional, Scientific and Technical Activities except Accounting, Architectural and Engineering Activities	16,575	2,227
M692	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	15,402	2,241
M711	Architectural and Engineering Activities and Related Technical Consultancy	18,153	2,739
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	12,247	1,049
N77/N80/N81	Rental and Leasing Activities; Security and Investigation Activities; Services to Buildings and Landscape Activities	11,065	618
N78	Employment Activities	11,133	562
N79	Travel Agency, Tour Operator, Reservation Service and Related Activities	15,006	2,226
N82 excl. N8221 and N82226	Office Administrative, Office Support and Other Business Support Activities except Call Center Activities (Voice) and Medical Transcription Activities	17,057	2,160
N8221	Call Center Activities (Voice)	16,290	2,247
N82226	Medical Transcription Activities	16,118	2,599
P85	EDUCATION EXCEPT PUBLIC EDUCATION	13,705	1,328
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	10,650	702
Q86	Human Health Activities except Public Health Activities	10,441	677
Q87/Q88	Residential Care Activities; Social Work Activities without Accommodation	15,149	1,799
R	ARTS, ENTERTAINMENT AND RECREATION	10,476	802
R90	Creative, Arts and Entertainment Activities	19,333	3,137
R91/R92/R93	Libraries, Archives, Museums and Other Cultural Activities; Gambling and Betting Activities; Sports Activities and Amusement and Recreational Activities	10,436	771
S95/S96	REPAIR OF COMPUTERS AND PERSONAL AND HOUSEHOLD GOODS; OTHER PERSONAL SERVICE ACTIVITIES	9,728	655

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.

a BLES code.

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

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.

TABLE 4 - Median Monthly Basic Pay and Monthly Allowances of Time-Rate Workers on Full-Time Basis by Region, Philippines: July 2012

(Agricultural and non-agricultural establishments employing 20 and over. Median refers to the amount where half of the workers in the basic pay or allowance distribution receives more while the other half receives less)

Region	Median Basic Pay (₱)	Median Allowances ¹ (₱)
PHILIPPINES	11,618	862
National Capital Region	13,450	1,040
Cordillera Administrative Region	8,607	923
Region I - Ilocos Region	8,242	711
Region II - Cagayan Valley	8,932	1,175
Region III - Central Luzon	a	a
Region IV-A - CALABARZON	9,330	727
Region IV-B - MIMAROPA	a	a
Region V- Bicol	a	a
Region VI - Western Visayas	7,891	1,552
Region VII - Central Visayas	8,555	1,015
Region VIII - Eastern Visayas	7,923	874
Region IX - Zamboanga Peninsula	7,399	2,159
Region X - Northern Mindanao	7,962	1,609
Region XI - Davao	7,992	434
Region XII - SOCCSKSARGEN	7,538	368
Caraga	7,309	1,036
Autonomous Region in Muslim Mindanao	a	a

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.*

a *Suppressed due to low response rate.*

1 *Refer only to those workers given regular/guaranteed cash allowances.*

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.

TABLE 4.1 - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region and Monthly Basic Pay, Philippines: July 2012
(Agricultural and non-agricultural establishments employing 20 and over)

Region	Total	Below 3,000	3,000 - 5,999	6,000 - 8,999	9,000 - 11,999	12,000 - 14,999	15,000 - 17,999	18,000 - 20,999	21,000 - 23,999	24,000 and over
PHILIPPINES	100.0	0.1	1.3	28.1	27.2	14.4	8.3	5.4	3.1	12.2
National Capital Region	100.0	<i>a</i>	0.3	4.2	36.2	18.2	11.6	7.5	4.3	17.7
Cordillera Administrative Region	100.0	0.5	2.3	52.2	13.1	12.0	3.5	5.2	2.5	8.7
Region I - Ilocos Region	100.0	-	2.1	63.5	8.7	7.7	3.9	2.6	1.6	9.9
Region II - Cagayan Valley	100.0	<i>a</i>	10.1	40.3	15.1	13.7	11.1	4.2	2.5	3.0
Region III - Central Luzon	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region IV-A - CALABARZON	100.0	0.1	0.7	45.4	25.1	11.6	5.1	2.9	2.2	6.9
Region IV-B - MIMAROPA	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region V - Bicol	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region VI - Western Visayas	100.0	<i>a</i>	3.1	57.9	14.8	10.4	4.3	2.4	1.7	5.5
Region VII - Central Visayas	100.0	<i>a</i>	1.9	55.2	14.4	11.7	4.4	4.0	1.9	6.4
Region VIII - Eastern Visayas	100.0	0.7	16.6	35.2	5.8	7.5	5.7	3.2	2.6	22.7
Region IX - Zamboanga Peninsula	100.0	3.5	7.4	58.5	9.1	6.6	2.6	6.5	2.1	3.8
Region X - Northern Mindanao	100.0	<i>a</i>	4.9	60.8	13.2	7.2	4.8	2.0	1.4	5.7
Region XI - Davao	100.0	-	2.5	61.4	17.1	7.0	4.6	2.8	1.3	3.3
Region XII - SOCCSKSARGEN	100.0	-	1.8	71.0	8.9	6.6	4.6	2.5	1.4	3.0
Caraga	100.0	-	11.3	59.0	11.8	8.4	4.0	1.7	1.1	2.6
Autonomous Region in Muslim Mindanao	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>

Note: 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.

a Less than 0.05.

b Suppressed due to low response rate.

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.

TABLE 4.2 - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region and Monthly Allowances, Philippines: July 2012
(Agricultural and non-agricultural establishments employing 20 and over.)

Region	Total	No Allowance	Below 500	500-999	1,000-1,499	1,500-1,999	2,000-2,499	2,500-2,999	3,000-3,499	3,500-3,999	4,000-4,499	4,500-4,999	5,000 and over
PHILIPPINES	100.0	46.4	11.4	16.9	9.5	4.0	<i>a</i>	2.2	2.2	0.8	1.3	0.8	4.5
National Capital Region	100.0	44.2	4.9	22.6	9.7	4.2	0.0	2.4	2.7	0.9	2.1	0.5	5.7
Cordillera Administrative Region	100.0	20.5	8.6	39.6	6.1	13.8	<i>a</i>	1.0	5.9	0.4	0.4	0.1	3.6
Region I - Ilocos Region	100.0	60.8	13.2	5.2	11.8	5.0	<i>a</i>	0.6	0.9	<i>a</i>	0.1	0.2	2.2
Region II - Cagayan Valley	100.0	42.4	9.4	3.1	31.4	0.1	<i>a</i>	1.9	10.0	<i>a</i>	<i>a</i>	0.3	1.3
Region III - Central Luzon	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region IV-A - CALABARZON	100.0	42.3	22.9	11.9	8.6	4.0	<i>a</i>	2.1	1.2	0.5	0.6	1.5	4.4
Region IV-B - MIMAROPA	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region V- Bicol	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>
Region VI - Western Visayas	100.0	55.5	4.3	2.0	27.1	3.3	<i>a</i>	1.1	3.9	0.2	0.5	0.2	1.8
Region VII - Central Visayas	100.0	61.3	9.6	6.3	12.1	2.6	<i>a</i>	1.1	1.3	0.6	0.3	1.9	3.0
Region VIII - Eastern Visayas	100.0	21.5	18.5	25.9	1.9	17.4	<i>a</i>	6.3	1.3	<i>a</i>	0.3	4.0	2.8
Region IX - Zamboanga Peninsula	100.0	57.1	2.6	3.3	20.1	2.7	<i>a</i>	0.1	5.3	0.5	2.6	-	5.6
Region X - Northern Mindanao	100.0	64.8	5.6	6.4	11.1	3.7	0.1	4.8	0.5	1.9	0.2	0.4	0.7
Region XI - Davao	100.0	34.3	43.4	8.3	8.0	1.4	<i>a</i>	0.9	0.4	0.2	0.1	0.4	2.7
Region XII - SOCCSKSARGEN	100.0	25.5	61.7	4.0	0.9	3.4	<i>a</i>	0.6	0.4	0.6	0.1	0.3	2.3
Caraga	100.0	54.6	22.0	6.4	2.3	4.0	0.1	0.3	3.8	3.4	<i>a</i>	1.2	2.0
Autonomous Region in Muslim Mindanao	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>	<i>b</i>

Note: 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.

a Less than 0.05.

b Suppressed due to low response rate.

Source of data: Bureau of Labor and Employment Statistics, 2012 Occupational Wages Survey.