

**TABLE 4 - Median Monthly Basic Pay and Monthly Allowances of Time-Rate Workers on Full-Time Basis by Region, Philippines: July 2008**

(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 <sup>1</sup> (₱)
<b>PHILIPPINES</b>	<b>9,922</b>	<b>1,098</b>
National Capital Region	12,121	1,479
Cordillera Administrative Region	a	a
Region I - Ilocos Region	7,985	1,217
Region II - Cagayan Valley	9,431	496
Region III - Central Luzon	8,320	487
Region IVA - CALABARZON	8,683	1,095
Region IVB - MIMAROPA	a	a
Region V - Bicol	a	a
Region VI - Western Visayas	7,533	808
Region VII - Central Visayas	7,507	1,004
Region VIII - Eastern Visayas	7,533	712
Region IX - Zamboanga Peninsula	6,070	612
Region X - Northern Mindanao	6,986	716
Region XI - Davao	a	a
Region XII - SOCCSKSARGEN	6,751	558
Caraga	6,131	633
Autonomous Region in Muslim Mindanao	5,523	1,031

*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, 2008 Occupational Wages Survey.*