

WAGE STRUCTURE AND OCCUPATIONAL WAGE RATES IN WHOLESALE AND RETAIL; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES

(Eight of a series)

The LABSTAT Digest features summary statistics from establishment surveys of the BLES. It presents data on employment, hours of work, wages and labor relations for purposes of monitoring the dynamics of the labor market.

*The October 1997 Occupational Wages Survey (OWS) covered non-agricultural establishments employing at least 50 workers. Aside from the average (mean) wage rates of **time-rate workers on full time basis** in 159 occupations, the survey also inquired into the distribution of these workers across industries and regions. From these distributions, the average (median) basic pay and allowance (guaranteed and regularly paid cash payments) were derived.*

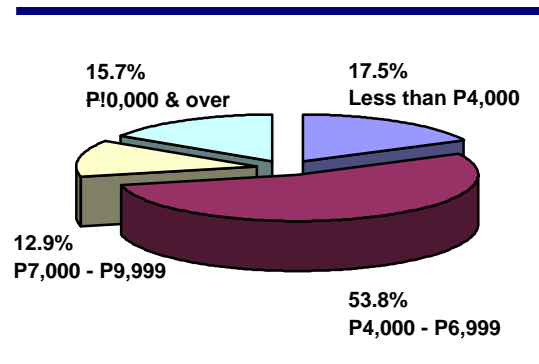
The field operations for the 1997 OWS was conducted by the National Statistics Office.

Bulk of time-rate wholesale and retail workers received basic pay between P4,000-P6,999

In October 1997, a total of 182,000 time-rate workers were found in establishments employing at least 50 workers engaged in wholesale and retail trade; repair of motor vehicles and motorcycles, personal and household goods. (Table 1) Of this workforce, 100,000 or 54.9 percent were found in retail trade.

Slightly over half or 53.8 percent of workers received basic pay ranging from P4,000 to P6,999. Almost 29 percent of the workers had monthly basic pay of at least P7,000 while only 17.5 percent received basic pay less than P4,000.

Chart 1. - Distribution of Time-Rate Workers on Full-Time Basis in Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles and Personal and Household Goods by Monthly Basic Pay, Philippines: October 1997



Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

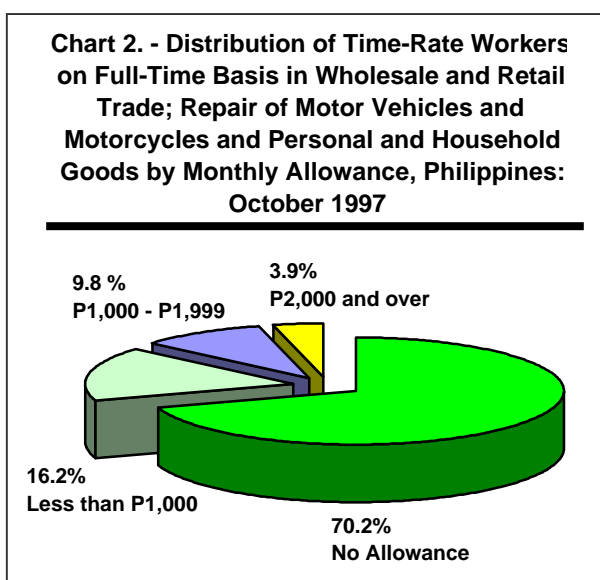
Except for wholesale trade where only 39.7 percent of its workers had basic pay between ₱4,000-₱6,999, the other industries in the sector registered at least 60 percent of their respective workers in these pay ranges. Noteworthy, though, that in wholesale trade about one-fourth of the workers received at least ₱12,000 as against 3.6-5.9 percent in other industries of the sector.

The median basic pay of time-rate workers in the sector was ₱5,510. Across specific industries, median basic pay was highest in wholesale trade at ₱7,200 while the lowest was in retail trade (except of vehicles and motorcycles etc.), at ₱4,848.

About 70 percent of time-rate workers had no cash allowance

Around 70 percent of time-rate workers in wholesale and retail trade; repair of motor vehicles and motorcycles, personal and household

goods were not paid cash allowance. Some 26 percent received monthly allowance less than ₱2,000 while only 3.9 percent received more. (Table 2)



Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

Across specific industries, the highest proportion of workers without allowance were in sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel at 84.1 percent, followed by retail trade at 75.3 percent then by wholesale trade at 58.7 percent. In the latter group, 30.5 percent of time-rate workers received monthly allowance of at least ₱1,000.

As in basic pay, wholesale trade had the highest allowance at ₱1,127 and retail trade had the lowest at ₱423. Median allowance for the sector was ₱870.

Accountants and auditors highest paid among selected occupations

Across specific industries, accountants and auditors pocketed the highest average wage rate among selected occupations. For this occupation, the average stood at ₱14,116 in wholesale trade, ₱10,397 in sale, maintenance and repair of motor vehicles and motorcycles and ₱7,950 in retail trade. Wage rates of sales supervisors followed at ₱13,341, ₱9,864 and ₱7,757 in the industries enumerated respectively. (Table 3)

Relative to selected clerical and sales occupations, wholesale trade seemed to provide for high wage rates than those in the rest of the sector. Wage rates of accounting and bookkeeping clerks; stock clerks; cashiers; and shop salespersons and demonstrators ranged from P7,099 to P10,232 in wholesale trade. Meanwhile, their counterparts in other industries of the sector got P4,609 to P6,626.

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Table 1. - Percent Distribution of Time-Rate Workers on Full Time Basis in Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods by Monthly Basic Pay, Philippines: October 1997

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

Monthly Basic Pay	Total	Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	Wholesale Trade and Commission Trade except of Motor Vehicles and Motorcycles	Retail Trade except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods
Number (000)	182	18	65	100
Percent	100.0	100.0	100.0	100.0
Below ₱2,000	0.1	a	-	0.2
2,000 – 2,999	1.9	0.9	1.1	2.6
3,000 – 3,999	15.5	4.6	7.1	23.0
4,000 – 4,999	21.2	17.9	10.9	28.5
5,000 – 5,999	22.0	31.7	18.4	22.7
6,000 – 6,999	10.6	18.0	10.4	9.4
7,000 – 7,999	6.8	8.7	10.0	4.3
8,000 – 8,999	3.5	5.0	5.0	2.3
9,000 – 9,999	2.6	2.9	4.4	1.3
10,000 – 10,999	2.3	2.7	3.9	1.2
11,000 – 11,999	1.8	1.7	3.4	0.8
12,000 and over	11.6	5.9	25.3	3.6
Median Basic Pay (₱)	5,510	5,841	7,200	4,848

a less than 0.1 percent

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

Table 2. - Percent Distribution of Time-Rate Workers on Full Time Basis in Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods by Monthly Allowance, Philippines: October 1997

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

Allowance refers to guaranteed and regular cash payments.)

Monthly Allowance	Total	Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	Wholesale Trade and Commission Trade except of Motor Vehicles and Motorcycles	Retail Trade except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods
Number (000)	182	18	65	100
Percent	100.0	100.0	100.0	100.0
No Allowance	70.2	84.1	58.7	75.3
Below ₱ 250	4.1	3.9	2.6	5.1
250 – 499	7.0	2.4	3.1	10.5
500 – 749	2.5	2.2	2.4	2.6
750 – 999	2.6	1.1	2.7	2.7
1,000 – 1,249	7.7	1.9	19.1	1.2
1,250 – 1,499	0.8	0.5	1.0	0.7
1,500 – 1,749	0.8	1.0	1.1	0.5
1,750 – 1,999	0.5	0.3	0.9	0.2
2,000 and over	3.9	2.6	8.4	1.1
Median Allowance (₱)	870	642	1,127	423

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 3. - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal
and Household Goods by Selected Occupations,
Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

Industry and Occupation	Time-Rate Workers on Full Time Basis	Average Monthly Wage Rate (₱)
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles		
Sales Supervisors	488	9,864
Accountants and Auditors	234	10,397
Accounting and Bookkeeping Clerks	846	6,626
Stock Clerks	402	5,742
Cashiers	299	6,931
Shop Salespersons and Demonstrators	1,633	5,770
Motor Vehicle Mechanics and Related Trade Workers	3,531	6,001
Wholesale Trade and Commission Trade except of Motor Vehicles and Motorcycles		
Sales Supervisors	1,967	13,341
Accountants and Auditors	1,312	14,116
Technical and Commercial Sales Representatives	6,823	8,945
Accounting and Bookkeeping Clerks	2,545	7,845
Stock Clerks	1,997	7,099
Cashiers	744	10,232
Shop Salespersons and Demonstrators	3,803	7,278
Retail Trade Except of Motor Vehicles and Motorcycles		
Sales Supervisors	4,023	7,757
Accountants and Auditors	1,147	7,950
Accounting and Bookkeeping Clerks	3,913	5,818
Stock Clerks	6,732	5,025
Cashiers	9,818	5,209
Shop Salespersons and Demonstrators	36,044	4,609

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.