



## WAGE RATES IN PHILIPPINE NON-AGRICULTURAL INDUSTRIES (First 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.*

### ***Highest basic pay in petroleum and other fuel products manufacturing; Lowest in wood and wood products manufacturing***

In October 1997, there were about 1.8 million time-rate workers on full time basis in non-agricultural establishments employing at least 50 persons.

The all-industry average\* (median) basic pay of time-rate workers was ₱ 5,534. (Chart 1) By major industry group, financial intermediation had the highest average basic pay at ₱ 9,683 followed by electricity, gas and water supply at ₱ 8,955; private education services at ₱ 7,624; and transport, storage and communication at ₱ 5,906.

In the rest of the industry groups, average basic pay was lower than the all-industry average, ranging from ₱ 5,088 (real estate, renting and business services) to ₱ 5,510 (wholesale and retail trade).

Pay differentials were more evident across specific industries. In particular, the highest average basic pay was ₱ 12,425 paid to workers in petroleum and other fuel products manufacturing. This was followed by ₱ 10,214 in water distribution; ₱10,165 in non-bank financial intermediation and ₱ 10,157 in

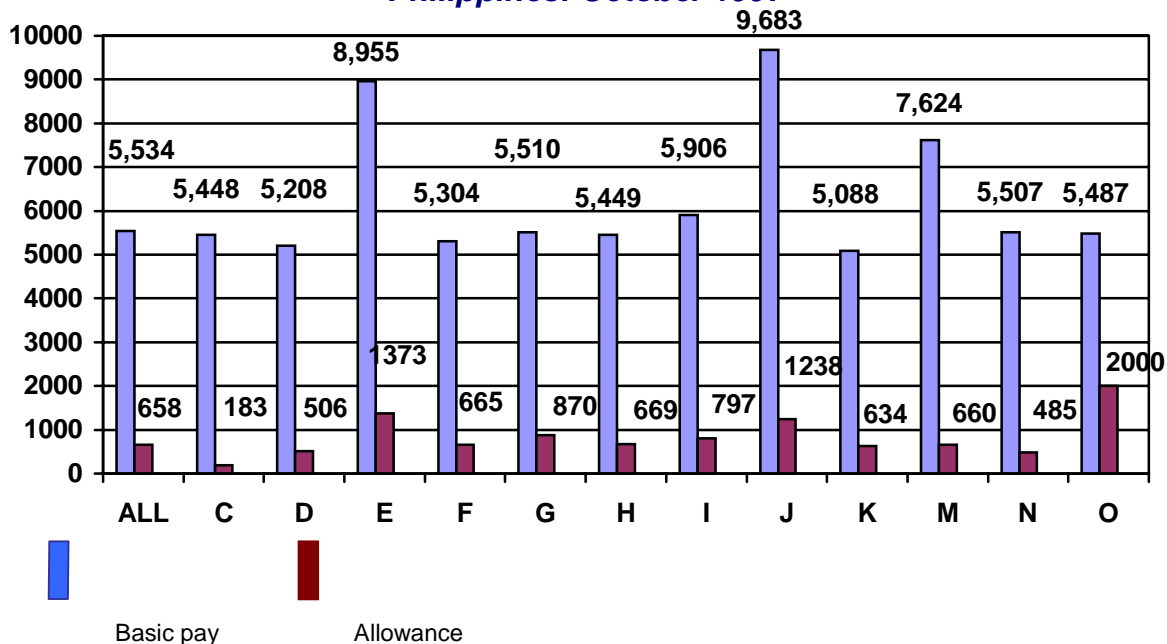
*\*Average from hereon refers to the median i.e. that amount where half of the workers receive more than this amount while the other half receive less.*

insurance and pension funding. (Table 1)

In contrast, workers in wood and wood products manufacturing had the lowest basic pay averaging to ₱ 3,936. Other relatively low paid workers included those in the manufacture of medical, precision and optical instruments (₱ 4,420);

tanning and dressing of leather, manufacture of luggage, handbags and footwear (₱ 4,606); wearing apparel (₱ 4,622); office, accounting and computing machinery (₱ 4,774); furniture making (₱4,897) ; retail trade (₱ 4,848) and land transport (₱ 4,949).

**Chart 1.- Average Monthly Basic Pay and Allowance of Time-Rate Workers on Full Time Basis by Industry, Philippines: October 1997**



Legend: Based on the 1994 Philippine Standard Industrial Classification (PSIC)

C – Mining and Quarrying

D – Manufacturing

E – Electricity, Gas and Water Supply

F – Construction

G – Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods

H – Hotels and Restaurants

I – Transport, Storage and Communications

J – Financial Intermediation

K – Real Estate, Renting and Business Activities

M – Private Education Services

N – Health and Social Work except Public Dental and other Health Services

O – Other Community, Social and Personal Service Activities

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

## **Workers in Other Community, Social and Personal Service Activities received highest average monthly allowance**

Of the 1.8 million time-rate workers on full-time basis, 28 percent or 494,000 received cash allowance averaging ₱ 658.

Across major industry groups, the highest average monthly allowance was ₱ 2,000, paid to workers in other community, social and personal service activities.

This was followed by monthly allowance in electricity, gas and water supply at ₱ 1,373 and in financial intermediation at ₱ 1,238, where basic pay were observed to be relatively high as well.

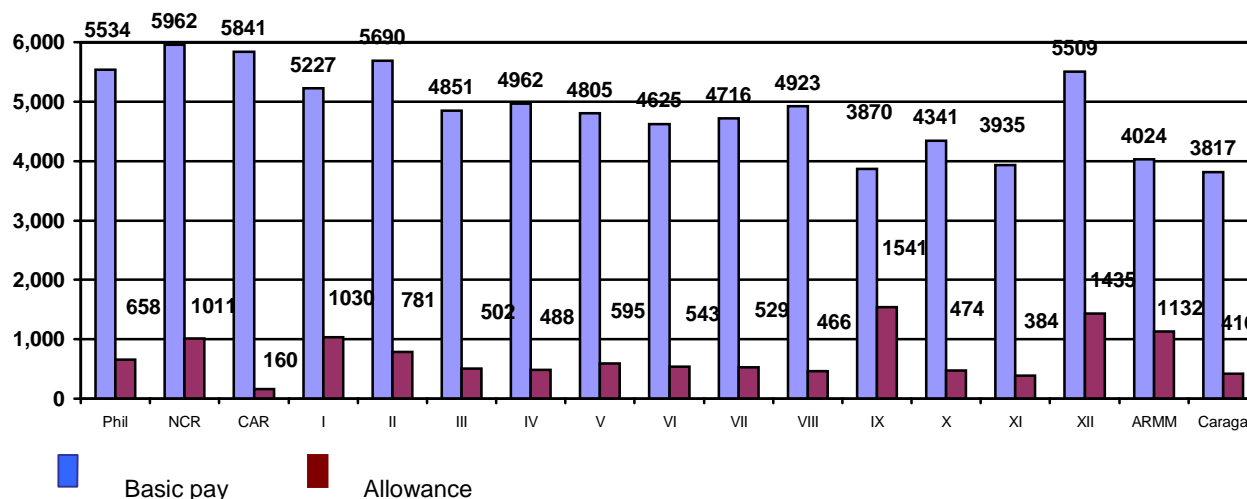
Lowest monthly allowance stood at ₱ 183 for workers in mining and quarrying.

## **NCR had highest average basic pay at ₱ 5,962; Region IX allowance highest at ₱ 1,541**

Average monthly basic pay was highest in the National Capital Region at ₱ 5,962. (Chart 2) Elsewhere, it was highest at P 5,841 in CAR and lowest at P 3,817 in Caraga, ₱ 3,870 in Region IX and P 3,935 in Region XI. (Table 2)

In the rest of the country, the highest monthly allowance averaged ₱ 1,541 in Region IX and ₱ 1,435 in Region XII while lowest was ₱ 160 in CAR.

**Chart 2.- Average Monthly Basic Pay and Allowance of Time-Rate Workers on Full Time Basis by Region, Philippines: October 1997**



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

## **More than half of workers in non-agriculture received basic pay below ₱ 6,000**

Almost 60 percent received basic pay below ₱ 6,000. Notably, 48.4 percent received basic pay between ₱ 4,000 and ₱5,999, while 40.1 percent received more.(Chart 3)

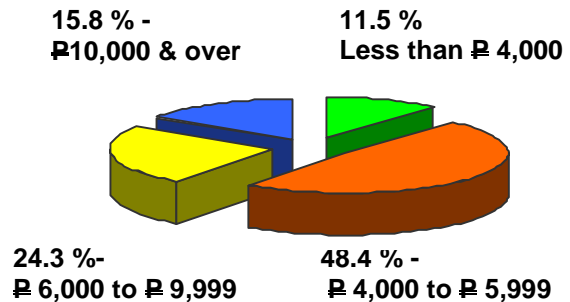
In the National Capital Region (NCR), the distribution of workers was almost equally divided between pay ranges below ₱ 6,000 (50.9 %) and the higher pay intervals – 49.1%. (Table 3)

A similar distribution was observed among workers in Regions II, XII and the Cordillera Administrative Region.

Elsewhere, there was a predominance of relatively low paid workers or those paid below ₱6,000.

In Regions I, III, IV, V, VI, VIII and X, about 60 to 70 percent of

**Chart 3. - Distribution of Time-Rate Workers on Full Time Basis by Monthly Basic Pay, Philippines: October 1997**

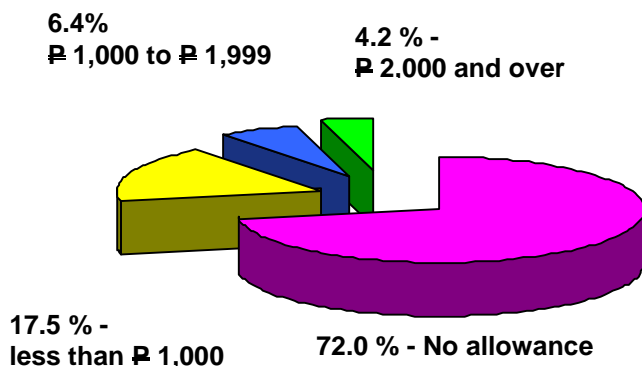


Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

workers were paid below ₱ 6,000, while in Regions VII, IX, XI, ARMM and Caraga, more than 75 percent were found in the same pay ranges.

## **Less than three-fourths of workers had no allowance**

**Chart 4. - Distribution of Time-Rate Workers on Full Time Basis by Monthly Allowance, Philippines: October 1997**



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

Of the 1.8 million time-rate workers on full time basis, 72 percent (1.3 million) did not receive cash allowance. (Chart 4)

In NCR, there was a higher proportion of workers (77 %) without allowance. About 18 percent received less than ₱2,000 while only 5 percent received more. (Table 4)

The highest proportions of workers without allowance were in Regions IX (86 %), I (84 %) and ARMM (80 %). In contrast, most workers in Regions VI (79 %), X (62%), CAR (61 %), Caraga (61 %) and VIII (59 %) received cash allowance.

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 Or visit our website at <http://www.manila-online.net/bles>

**Table 1. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Industry, 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.)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>ALL INDUSTRIES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>5,448</b>	<b>11</b>	<b>183</b>
Metallic Ore Mining	13	5,579	11	181
Non-Metallic Mining and Quarrying	2	4,847	a	1,342
<b>MANUFACTURING</b>	<b>784</b>	<b>5,208</b>	<b>191</b>	<b>506</b>
Manufacture of Food Products and Beverages	142	5,376	47	529
Manufacture of Tobacco Products				1,601
	10	6,802	1	
Manufacture of Textiles	41	5,088	6	351
Manufacture of Wearing Apparel	98	4,622	13	392
Tanning and Dressing of Leather;				
Manufacture of Luggage, Handbags				
and Footwear	29	4,606	9	387
Manufacture of Wood, and Wood Products				
and Cork except Furniture; Manufacture				
of Articles of Bamboo, Cane, Rattan				
and the Like; Manufacture of Plaiting Materials	14	3,936	6	407
Manufacture of Paper and Paper Products	14	5,596	2	567
Publishing and Printing and Reproduction				
of Recorded Media	13	6,843	4	964
Manufacture of Refined Petroleum				
and Other Fuel Products	2	12,425	a	479
Manufacture of Chemicals and				
Chemical Products	37	8,518	8	1,119
Manufacture of Rubber and Plastic Products	33	5,600	7	528
Manufacture of Other Non-Metallic				
Mineral Products	28	5,849	5	1,037
Manufacture of Basic Metals	22	5,740	5	2,052
Manufacture of Fabricated Metal Products				
except Machinery and Equipment	24	5,411	3	505
Manufacture of Machinery and Equipment	21	6,689	4	622
Manufacture of Office, Accounting and				
Computing Machinery	26	4,774	2	851

a – Less than 500.

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(continued)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>MANUFACTURING</b>				
Manufacture of Electrical Machinery and Apparatus	42	5,701	8	640
Manufacture of Radio, Television and Communication Equipment and Apparatus	97	5,240	40	429
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	27	4,420	5	929
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	18	7,016	3	766
Manufacture of Other Transport Equipment	8	5,574	3	215
Manufacture and Repair of Furniture	23	4,897	6	1,330
Recycling	a	6,511	a	575
Manufacturing, n. e. c.	14	4,902	4	433
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>63</b>	<b>8,955</b>	<b>41</b>	<b>1,373</b>
Electricity, Gas, Steam and Hot Water Supply	51	8,626	33	1,343
Collection, Purification and Distribution of Water	12	10,214	8	1,695
<b>CONSTRUCTION</b>	<b>96</b>	<b>5,304</b>	<b>15</b>	<b>665</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>182</b>	<b>5,510</b>	<b>54</b>	<b>870</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	18	5,841	3	642
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	65	7,200	27	1,127
Retail Trade, except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods	100	4,848	25	423
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>5,449</b>	<b>13</b>	<b>669</b>

a – Less than 500.

**Table 1. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Industry, 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.)  
(continued)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>5,906</b>	<b>40</b>	<b>797</b>
Land Transport; Transport Via Pipelines	27	4,949	11	774
Water Transport	12	7,355	6	760
Air Transport	3	8,539	a	2,125
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	37	5,666	8	560
Postal and Telecommunications except National Postal Activities	30	6,787	15	1,024
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>9,683</b>	<b>35</b>	<b>1,238</b>
Banking Institutions except Central Banking	40	9,798	20	693
Non-Bank Financial Intermediation	12	10,165	8	1,540
Insurance and Pension Funding, except Compulsory Social Security	11	10,157	5	1,117
Activities Auxiliary to Financial Intermediation	6	7,343	2	1,130
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>5,088</b>	<b>32</b>	<b>634</b>
Real Estate Activities	12	7,299	2	641
Renting of Machinery and Equipment Without Operator, Personal and Household Goods	2	5,643	1	558
Computer and Related Activities	11	5,668	2	1,088
Research and Development	1	8,781	1	1,060
Miscellaneous Business Activities	175	4,940	26	542
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>7,624</b>	<b>26</b>	<b>660</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>5,507</b>	<b>18</b>	<b>485</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>5,487</b>	<b>16</b>	<b>2,000</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	1	6,395	a	887
Recreational, Cultural and Sporting Activities	29	5,468	15	2,007
Other Service Activities	2	5,091	a	1,062

a - Less than 500.

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

**Table 2. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Region, 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.)

Region	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>PHILIPPINES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
<b>NATIONAL CAPITAL REGION</b>	<b>975</b>	<b>5,962</b>	<b>224</b>	<b>1,011</b>
<b>CORDILLERA ADMINISTRATIVE REGION</b>	<b>14</b>	<b>5,841</b>	<b>9</b>	<b>160</b>
<b>I - ILOCOS REGION</b>	<b>16</b>	<b>5,227</b>	<b>3</b>	<b>1,030</b>
<b>II - CAGAYAN VALLEY</b>	<b>7</b>	<b>5,690</b>	<b>2</b>	<b>781</b>
<b>III - CENTRAL LUZON</b>	<b>93</b>	<b>4,851</b>	<b>29</b>	<b>502</b>
<b>IV - SOUTHERN LUZON</b>	<b>297</b>	<b>4,962</b>	<b>75</b>	<b>488</b>
<b>V - BICOL REGION</b>	<b>17</b>	<b>4,805</b>	<b>7</b>	<b>595</b>
<b>VI - WESTERN VISAYAS</b>	<b>58</b>	<b>4,625</b>	<b>46</b>	<b>543</b>
<b>VII - CENTRAL VISAYAS</b>	<b>132</b>	<b>4,716</b>	<b>29</b>	<b>529</b>
<b>VIII - EASTERN VISAYAS</b>	<b>11</b>	<b>4,923</b>	<b>7</b>	<b>466</b>
<b>IX - WESTERN MINDANAO</b>	<b>14</b>	<b>3,870</b>	<b>2</b>	<b>1,541</b>
<b>X - NORTHERN MINDANAO</b>	<b>29</b>	<b>4,341</b>	<b>18</b>	<b>474</b>
<b>XI - SOUTHERN MINDANAO</b>	<b>71</b>	<b>3,935</b>	<b>29</b>	<b>384</b>
<b>XII - CENTRAL MINDANAO</b>	<b>12</b>	<b>5,509</b>	<b>6</b>	<b>1,435</b>
<b>AUTONOMOUS REGION FOR MUSLIM MINDANAO</b>	<b>2</b>	<b>4,024</b>	<b>a</b>	<b>1,132</b>
<b>Caraga</b>	<b>12</b>	<b>3,817</b>	<b>7</b>	<b>416</b>

a - Less than 500.

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



**Table 3. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)

Region	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>PHIL</b>	<b>1,761</b>	<b>100.0</b>	<b>0.2</b>	<b>1.4</b>	<b>9.9</b>	<b>27.3</b>	<b>21.1</b>	<b>9.9</b>	<b>6.8</b>	<b>4.6</b>	<b>3.0</b>	<b>2.5</b>	<b>2.0</b>	<b>11.3</b>
<b>NCR</b>	975	100.0	a	0.3	3.0	21.2	26.4	11.7	8.0	5.3	3.7	3.2	2.4	14.7
<b>CAR</b>	14	100.0	0.1	0.5	11.8	24.6	15.4	6.1	9.2	5.9	5.2	5.3	4.0	12.0
<b>I</b>	16	100.0	0.6	1.9	28.3	16.0	14.1	11.7	7.4	3.8	2.9	2.4	1.4	9.7
<b>II</b>	7	100.0	0.2	2.4	24.8	11.8	15.6	11.1	10.4	6.9	4.0	2.5	1.8	8.4
<b>III</b>	93	100.0	0.3	1.4	7.6	47.8	12.7	8.2	5.6	4.9	2.3	1.6	1.8	5.8
<b>IV</b>	297	100.0	0.1	0.7	6.5	44.4	17.5	7.8	6.0	3.9	2.2	1.6	1.4	8.0
<b>V</b>	17	100.0	0.4	3.6	31.6	17.9	9.5	9.2	6.6	4.2	2.9	2.5	1.7	10.0
<b>VI</b>	58	100.0	1.1	9.6	28.7	16.9	9.1	13.1	5.9	5.4	2.0	1.5	2.8	3.9
<b>VII</b>	132	100.0	0.3	1.8	17.3	42.8	14.5	6.1	3.9	2.8	2.1	1.6	1.4	5.5
<b>VIII</b>	11	100.0	0.3	5.4	32.6	12.7	13.2	7.7	6.9	4.2	2.8	1.8	1.7	10.7
<b>IX</b>	14	100.0	1.8	7.7	46.6	16.9	7.8	7.0	3.8	3.5	1.3	0.9	0.2	2.5
<b>X</b>	29	100.0	0.4	6.0	38.3	15.4	10.4	7.7	6.1	2.8	2.6	1.9	1.1	7.4
<b>XI</b>	71	100.0	0.3	5.4	47.4	13.2	15.6	4.5	3.4	2.1	1.5	1.4	0.8	4.4
<b>XII</b>	12	100.0	1.2	4.4	26.8	14.7	5.7	5.9	5.5	2.7	3.4	2.5	1.3	25.9
<b>ARMM</b>	2	100.0	-	-	49.5	22.4	6.5	8.3	2.9	3.2	0.9	2.0	-	4.5
<b>Caraga</b>	12	100.0	1.1	7.1	51.2	14.4	7.5	6.5	5.4	2.0	0.9	1.1	0.7	2.1

a - Less than 0.1 percent.

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

**Table 4. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Monthly Allowance, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Region	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>PHIL</b>	<b>1,761</b>	100.0	72.0	3.7	7.3	4.8	1.7	3.6	1.0	1.3	0.4	4.2
<b>NCR</b>	<b>975</b>	100.0	77.0	2.5	3.0	4.2	1.5	4.2	0.8	1.4	0.4	4.9
<b>CAR</b>	<b>14</b>	100.0	38.8	47.8	3.7	3.5	0.2	1.8	0.1	1.1	a	3.0
<b>I</b>	<b>16</b>	100.0	84.0	1.2	1.8	3.6	1.2	2.4	0.6	2.2	0.2	2.9
<b>II</b>	<b>7</b>	100.0	66.4	0.3	8.9	7.4	2.0	13.0	a	0.4	a	1.7
<b>III</b>	<b>93</b>	100.0	68.5	1.4	14.4	4.9	2.8	2.6	0.8	1.1	0.3	3.5
<b>IV</b>	<b>297</b>	100.0	74.6	3.5	9.6	2.5	1.5	2.9	2.0	0.6	0.2	2.6
<b>V</b>	<b>17</b>	100.0	57.2	8.3	11.2	5.0	1.9	6.6	2.1	1.4	0.6	5.7
<b>VI</b>	<b>58</b>	100.0	21.0	1.2	33.7	26.7	7.6	2.7	0.7	3.8	0.2	2.4
<b>VII</b>	<b>132</b>	100.0	78.2	5.6	4.8	3.8	1.2	2.0	1.0	0.7	0.4	2.3
<b>VIII</b>	<b>11</b>	100.0	40.9	1.9	31.8	3.7	0.9	9.5	1.6	1.5	1.2	6.9
<b>IX</b>	<b>14</b>	100.0	85.8	1.2	1.0	1.5	0.4	1.4	0.3	7.8	0.3	0.3
<b>X</b>	<b>29</b>	100.0	38.5	1.4	32.6	11.5	3.8	4.8	1.7	2.3	0.2	3.3
<b>XI</b>	<b>71</b>	100.0	58.9	12.8	14.4	3.5	1.0	2.1	1.0	0.7	0.6	5.1
<b>XII</b>	<b>12</b>	100.0	50.4	6.5	5.7	3.2	1.3	5.6	3.6	2.1	0.3	21.6
<b>ARMM</b>	<b>2</b>	100.0	79.9	4.2	0.4	0.5	a	9.4	a	a	a	5.6
<b>Caraga</b>	<b>12</b>	100.0	38.7	6.7	35.9	10.0	0.5	3.2	0.4	1.8	0.1	2.7

a- Less than 0.1 percent.

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