

# Philippines - Occupational Wages Survey (OWS) 2016

**Philippine Statistics Authority (PSA), National Economic and Development  
Authority (NEDA)**

Report generated on: June 19, 2023

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## Overview

### Identification

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ID NUMBER  
PHL-PSA-OWS-2016-V2.0

### Version

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VERSION DESCRIPTION  
V2.0: Final dataset for official estimates

PRODUCTION DATE  
2019-02

### Overview

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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  
The establishment is the statistical or enumeration unit. Each unit is classified in 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.

### Scope

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NOTES  
The scope of the survey includes:

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

TOPICS

Topic	Vocabulary	URI
Labour	Philippine Statistics Authority	

## Coverage

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### GEOGRAPHIC COVERAGE

National coverage with 18 administrative regions:

- National Capital Region
- Ilocos Region
- Cagayan Valley Region
- Central Luzon
- CALABARZON
- MIMAROPA
- Bicol Region
- Western Visayas Region
- Central Visayas Region
- Eastern Visayas Region
- Zamboanga Peninsula
- Northern Mindanao
- Davao Region
- SOCCSKSARGEN
- Caraga Region
- Cordillera Administrative Region
- ARMM
- Negros Island Region

### 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 for 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
Philippine Statistics Authority (PSA),	
National Economic and Development Authority (NEDA)	

#### FUNDING

Name	Abbreviation	Role
Government of the Philippines	GOP	Full Funding

## Metadata Production

#### METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Social Sector Statistics Service - Labor Standards and Relations Statistics Division	SSSS-LSRSD	Philippine Statistics Authority	Documenter

#### DATE OF METADATA PRODUCTION

2019-02-19

#### DDI DOCUMENT VERSION

Version 1.0 (February 2019)

Version 2.0 (April 2023)

#### DDI DOCUMENT ID

DDI-PHL-PSA-OWS-2016-v2.0

## Sampling

### Sampling Procedure

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**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.

The sampling frame for the 2016 OWS was extracted from the preliminary 2015 List of Establishments (LE) as of 20 April 2016. This list was a product of the 2015 Updating of List of Establishments (ULE).

**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. All establishments with 100 or more workers were taken with certainty which means that all establishments under employment size strata 100-199 workers and 200 or more workers were automatically included in the survey. The remaining samples were then allocated to the employment size stratum of 20-99 workers. The design does not consider the region as a domain to allow for detailed industry groupings.

**Sample size:** For 2016 OWS, the number of establishments covered is 12,926, of which 11,319 were eligible units.

**Note:** For complete Survey Design, refer to Field Operations Manual Chapter 1 Section 1.5.4 - 1.5.6

### Deviations from Sample Design

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Not all of the fielded questionnaires are retrieved. 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-responding eligible units 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.

### Response Rate

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

### Weighting

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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

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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 2016 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-Rated 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-Rated 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 2016 OWS; results of the 2014 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 2014 OWS (Page 12)

The results of the 2014 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 Field Operations Manual for the List of Monitored Occupations.

## Data Collection

### Data Collection Dates

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Start	End	Cycle
2016-09-01	2017-04-28	N/A

### Time Periods

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Start	End	Cycle
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### Data Collection Mode

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Self-administered, Face-to-face [f2f] and Mailed

### Data Collection Notes

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The survey was conducted in coordination with the Regional Offices of the Philippine Statistics Authority. On a project basis, employees were hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires were mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope was provided. Some establishments also submitted the accomplished questionnaires through fax/e-mail. Delivery of questionnaires started in September 2016 and retrieval commenced after all questionnaires have been delivered or within 15 working days from delivery to an establishment or on a date agreed upon by the contact person and the enumerator.

To assist the respondents in classifying their job titles that may have different nomenclatures than the Philippine Standard Occupational Classification (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 51 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 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.

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Note: Refer to Questionnaire and Field Operations Manual for the List of Monitored Occupations.

## Data Collectors

Name	Abbreviation	Affiliation
PSA Field Offices , 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.

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

# Data Processing

## Data Editing

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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 1.9

## Other Processing

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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

## Data Appraisal

### **Estimates of Sampling Error**

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

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.

A 95% level of reliability for national survey estimates is desired.

### **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.