



PRESS RELEASE

2018 Occupational Wages Survey (OWS)

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TOP TEN HIGHLY PAID OCCUPATIONS: 2018

- Among the various time-rated workers on full-time basis, aircraft pilots, navigators and flight engineers in air transport received the **highest average monthly wage rate** with PhP128,348 per month in 2018. (*Figure 1*)
- Mathematicians and actuaries in insurance, reinsurance and pension funding except compulsory social security came in second with an average monthly wage rate of PhP62,237 per month. Chemical engineers in manufacturing of coke and refined petroleum products ranked third with PhP58,496 per month, while systems analysts in computer programming, consultancy and related activities, as well as in information service activities ranked fourth with PhP54,381 per month. (*Table 1*)

FIGURE 1 – Top Ten Highly-Paid Occupations, Philippines: 2018



Note: Based on 2012 Philippine Standard Occupational Classification (PSOC).
Source: 2018 Occupational Wages Survey (OWS).



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AVERAGE MONTHLY WAGE RATES OF BENCHMARK OCCUPATIONS: 2018 AND 2016

- The average monthly wage rate of **accounting and bookkeeping clerks** across all industries is estimated at PhP16,482 in 2018, higher by 12.4 percent (PhP1,819) from PhP14,663 in 2016. (*Table 2*)
- Wage rate of **accounting and bookkeeping clerks** engaged in electricity, gas, steam and air conditioning supply industry was the highest among all industries at PhP27,939 per month in 2018, which was 30.6 percent higher than the PhP21,395 average monthly wage rate recorded on the same industry in 2016.
- The average monthly wage rate of **unskilled workers except janitors, messengers and freight handlers** for all industries was PhP11,189 in 2018. This was 10.1 percent higher compared to the PhP10,164 recorded in 2016.
- Likewise, **unskilled workers** employed in electricity, gas, steam and air conditioning supply industry were paid the highest among all industries with average monthly wage rate of PhP15,387, which was 32.6 percent higher compared to the PhP11,605 posted on the same industry in 2016.

MEDIAN MONTHLY BASIC PAY: 2018 AND 2016

- The median monthly basic pay of time-rated workers on full-time basis across all industries was posted at PhP13,559 in 2018. This translates to a 12.9 percent increase from PhP12,013 in 2016. (*Table 3*)

A. Median Monthly Basic Pay by Major Industry Group

- By major industry group, 11 out of 18 covered industries in 2018 had higher median monthly basic pay compared to that of “All Industries” level.
- Time-rated workers in information and communications industry continue to receive the highest median monthly basic pay of PhP25,261 and PhP21,399 in 2018 and 2016, respectively.
- Increase in median monthly basic pay was observed in all major industry groups except for professional, scientific and technical activities which reported a minimal decrease of 1.6 percent from PhP19,576 in 2016 to PhP19,263 in 2018.

B. Median Monthly Basic Pay and Allowance of Time-Rated Workers by Sex

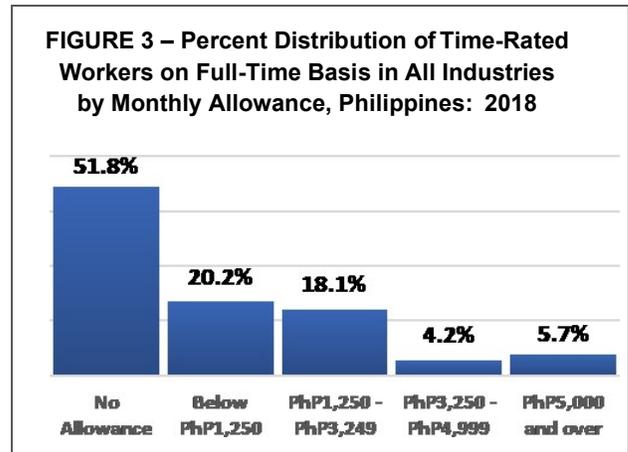
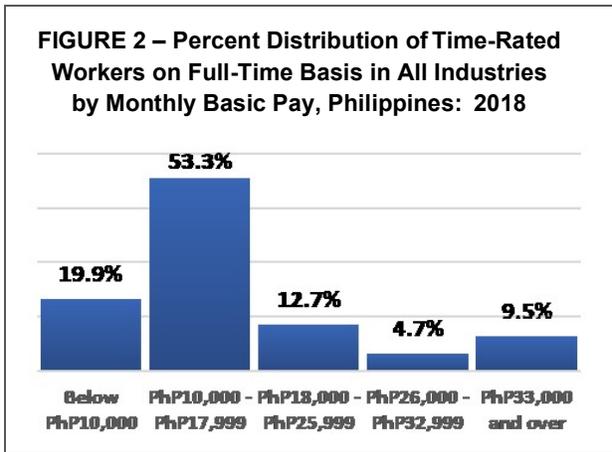
- Female time-rated workers received a little higher median monthly basic pay of PhP13,719 compared to PhP13,481 received by male in 2018 for all industries. (*Table 4*)
- This observation was also evident in their median monthly allowance on the same year, with female workers receiving PhP1,933 compared to males, PhP1,588.

MEDIAN MONTHLY ALLOWANCE BY MAJOR INDUSTRY GROUP: 2018 AND 2016

- The median monthly allowance of time-rated workers on full-time basis was recorded at PhP1,716 in 2018, a substantial increase of 51.9 percent from PhP1,130 in 2016. (*Table 5*)
- Many of the covered industries (8 out of 18) in 2018 had higher median monthly allowance than the all industries level. Among these industries, time-rated workers on full-time basis in electricity, gas, steam and air conditioning supply industry received the highest allowance of PhP3,219 a month.

PERCENT DISTRIBUTION OF TIME-RATED WORKERS BY RANGE OF MONTHLY BASIC PAY AND ALLOWANCE: 2018

- More than half (53.3%) of the time-rated workers on full time basis received monthly basic pay ranging from PhP10,000 to PhP17,999. On the other hand, 19.9 percent of the workers received less than PhP10,000 a month. (Figure 2)
- A little over of one-half (51.8%) of the total time-rated workers on full-time basis were not provided with monthly allowances. (Figure 3)
- Meanwhile, an accumulated 48.2 percent of the workers received monthly allowances with the following amount: below PhP1,250 (20.2%); PhP1,250 to PhP3,249 (18.1%); PhP3,250 to PhP4,999 (4.2%); and PhP5,000 and over (5.7%). (Figure 3)



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TABLE 1 – Top Ten Highly-Paid Occupations, Philippines: 2018

Rank	Average Monthly Wage Rate (PhP)	Specific Occupation	Industry
1	128,348	Aircraft Pilots and Related Associate Professionals	Air Transport
2	62,237	Mathematicians and Actuaries	Insurance, Reinsurance and Pension Funding except Compulsory Social Security
3	58,496	Chemical Engineers	Manufacture of Coke and Refined Petroleum Products
4	54,381	Systems Analysts	Computer Programming, Consultancy and Related Activities; Information Service Activities
5	54,090	Specialist Medical Practitioners	Human Health Activities except Public Health Activities
6	53,318	Geologists and Geophysicists	Architectural and Engineering Activities and Related Technical Consultancy
7	51,224	Applications Programmers	Call Center Activities (Voice)
8	49,770	Telecommunications Engineers	Telecommunications
9	49,067	Information and Communications Technology Installers and Servicers	Telecommunications
10	47,337	Computer Engineers	Call Center Activities (Voice)

Notes:

1. Data based on average monthly wage rates of time-rated workers on full-time basis in establishments employing 20 or more workers.
2. Wage rate is the sum of basic pay and regular/guaranteed allowances.
3. Time-rated workers on full-time basis refer to workers paid on the basis of an hour, day or month and who work at jobs with hours of work equal to or more than those considered normal or regular to the establishment.
4. Occupations were based on 2012 Philippine Standard Occupational Classification (PSOC).

Source: 2018 Occupational Wages Survey (OWS).

**TABLE 2 – Average Monthly Wage Rates of Benchmark Occupations
by Major Industry Group, Philippines: 2018 and 2016**

Major/Selected Industry Group	Time-Rated Workers (000)	Average Monthly Wage Rate (PhP)					
		Accounting and Bookkeeping Clerks			Unskilled Workers Except Janitors, Messengers and Freight Handlers		
		2018	2016	Percent Change	2018	2016	Percent Change
ALL INDUSTRIES	4,887	16,482	14,663	12.4	11,189	10,164	10.1
Agriculture, Forestry and Fishing	129	13,246	11,162	18.7	9,568	7,836	22.1
Mining and Quarrying	34	16,994	16,068	5.8	9,098	7,541	20.6
Manufacturing	1,051	16,948	15,513	9.3	11,541	10,473	10.2
Electricity, Gas, Steam and Air Conditioning Supply	54	27,939	21,395	30.6	15,387	11,605	32.6
Water Supply; Sewerage, Waste Management and Remediation Activities	31	19,809	20,679	(4.2)	11,274	9,299	21.2
Construction	277	16,456	14,959	10.0	11,732	10,888	7.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	594	14,827	12,360	20.0	11,116	9,645	15.3
Transportation and Storage	146	17,127	16,665	2.8	11,399	10,333	10.3
Accommodation and Food Service Activities	212	14,857	13,705	8.4	10,624	9,449	12.4
Information and Communications	146	23,232	21,492	8.1	13,288	12,923	2.8
Financial and Insurance Activities	255	17,225	14,555	18.3	11,119	8,580	29.6
Real Estate Activities	51	17,555	15,312	14.6	11,090	9,497	16.8
Professional, Scientific and Technical Activities	100	19,252	18,161	6.0	11,404	13,010	(12.3)
Administrative and Support Service Activities	1,321	17,381	17,451	(0.4)	10,550	11,748	(10.2)
Education Except Public Education	265	15,884	15,222	4.3	10,946	9,096	20.3
Human Health and Social Work Activities	151	14,374	12,597	14.1	11,564	9,717	19.0
Arts, Entertainment and Recreation	55	16,045	19,382	(17.2)	11,479	10,538	8.9
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	14	17,272	15,509	11.4	11,714	7,825	49.7

Notes:

1. Data based on average monthly wage rates of time-rated workers on full-time basis in establishments employing 20 or more workers.
2. Wage rate is the sum of basic pay and regular/guaranteed allowances.
3. Time-rated workers on full-time basis refer to workers paid on the basis of an hour, day or month and who work at jobs with hours of work equal to or more than those considered normal or regular to the establishment.

Source: 2018 and 2016 Occupational Wages Survey (OWS).

**TABLE 3 – Median Monthly Basic Pay of Time-Rated Workers on Full-Time Basis
by Major Industry Group, Philippines: 2018 and 2016**

Major/Selected Industry Group	Time-Rated Workers (000)	Median Monthly Basic Pay (PhP)		
		2018	2016	Percent Change
ALL INDUSTRIES	4,887	13,559	12,013	12.9
Agriculture, Forestry and Fishing	129	9,861	7,927	24.4
Mining and Quarrying	34	11,590	10,980	5.6
Manufacturing	1,051	10,965	10,239	7.1
Electricity, Gas, Steam and Air Conditioning Supply	54	24,627	20,400	20.7
Water Supply; Sewerage, Waste Management and Remediation Activities	31	15,356	13,478	13.9
Construction	277	13,611	11,612	17.2
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	594	13,299	11,396	16.7
Transportation and Storage	146	13,623	12,665	7.6
Accommodation and Food Service Activities	212	12,216	10,339	18.2
Information and Communications	146	25,261	21,399	18.1
Financial and Insurance Activities	255	18,486	16,820	9.9
Real Estate Activities	51	17,989	15,892	13.2
Professional, Scientific and Technical Activities	100	19,263	19,576	(1.6)
Administrative and Support Service Activities	1,321	13,916	13,210	5.3
Education Except Public Education	265	14,506	13,967	3.9
Human Health and Social Work Activities	151	13,411	11,434	17.3
Arts, Entertainment and Recreation	55	14,653	11,434	28.2
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	14	13,548	12,173	11.3

Notes:

1. Median divides the wage distribution into two equal parts. It is the value where half of the distribution receive more while the other half receive less.
2. 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.
3. Time-rated workers on full-time basis refers to workers paid on the basis of a time unit of work and who work at jobs with hours of work equal to or more than those considered as normal or regular to the establishments.

Source: 2018 and 2016 Occupational Wages Survey (OWS).

**TABLE 4 – Median Monthly Basic Pay and Allowance of Time-Rated Workers
on Full-Time Basis in All Industries by Sex, Philippines: 2018**

Median Monthly (PhP)	Sex	
	Male	Female
Basic Pay	13,481	13,719
Allowance	1,588	1,933

Source: 2018 Occupational Wages Survey (OWS).

**TABLE 5 – Median Monthly Allowance of Time-Rated Workers on Full-Time Basis
by Major Industry Group, Philippines: 2018 and 2016**

Major/Selected Industry Group	Time-Rated Workers (000)	Median Monthly Allowance (PhP)		
		2018	2016	Percent Change
ALL INDUSTRIES	4,887	1,716	1,130	51.9
Agriculture, Forestry and Fishing	129	1,099	288	281.6
Mining and Quarrying	34	904	668	35.3
Manufacturing	1,051	1,075	654	64.4
Electricity, Gas, Steam and Air Conditioning Supply	54	3,219	3,125	3.0
Water Supply; Sewerage, Waste Management and Remediation Activities	31	2,198	2,173	1.2
Construction	277	838	468	79.1
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	594	939	476	97.3
Transportation and Storage	146	1,309	1,005	30.3
Accommodation and Food Service Activities	212	1,023	509	101.0
Information and Communications	146	1,882	2,012	(6.5)
Financial and Insurance Activities	255	2,471	1,670	48.0
Real Estate Activities	51	2,140	2,028	5.5
Professional, Scientific and Technical Activities	100	2,373	2,153	10.2
Administrative and Support Service Activities	1,321	2,130	2,053	3.8
Education Except Public Education	265	1,728	1,593	8.5
Human Health and Social Work Activities	151	1,547	1,053	46.9
Arts, Entertainment and Recreation	55	1,692	857	97.4
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	14	622	437	42.3

Notes:

1. Median divides the wage distribution into two equal parts. It is the value where half of the distribution receive more while the other half receive less.
2. Time-rated workers on full-time basis refers to workers paid on the basis of a time unit of work and who work at jobs with hours of work equal to or more than those considered as normal or regular to the establishments.
3. Allowances includes regular/guaranteed cash payments.

Source: 2018 and 2016 Occupational Wages Survey (OWS).

Technical Notes:

The 2018 Occupational Wages Survey (OWS) is a nationwide survey of establishments which employ 20 or more workers. It is conducted every two (2) years to monitor the wage rates of two (2) benchmark occupations and at most ten (10) occupations in each of the pre-determined 59 agricultural and non-agricultural industries out of the 70 industries.

The 2018 OWS adopted the 2012 Philippine Standard Occupation Classification (PSOC) from the 2002 PSOC Update used in the 2016 round. Changes in the listing of occupations include splitting of some classification codes into different codes/groups, e.g., Electronics and Telecommunications Engineer 2153 (2002 PSOC Update) into Electronic Engineer 2152 (2012 PSOC) and Telecommunications Engineer 2153 (2012 PSOC). This also resulted in the merging of some classification codes/group (i.e. Travel Consultant and Organizer 3114 (2002 PSOC Update) and Travel Agency Clerks and Related Workers 4211 (2002 PSOC Update) into Travel Consultants and Clerks 4221 (2012 PSOC).

The main objective of the survey is to generate statistics for wage and salary administration and wage determination in collective bargaining negotiations. These statistics can also be used as basis for investment decisions for the global competitiveness of our industries and occupations.

Specifically, statistics on wage rates are useful economic indicators and are inputs to wage, income, productivity and price policies, wage fixing, and collective bargaining. In particular, occupational wage rates can be used to measure wage differentials and wage inequality in typical low-wage and high-wage occupations and for international comparability. Industry data on basic pay and allowances can be used to measure wage differentials across industries, for investment decisions and as reference in periodic adjustments of minimum wages.

The reference period for the 2018 OWS covers the pay period that includes 31 August 2018. The main topics covered by the survey include occupational wage rates, median basic pay and median allowance of time-rated workers on full-time basis. The data category on "*average monthly occupational wage rate of selected occupations*" is one of the important variables listed by the Philippine government under the Special Data Dissemination Standard (SDDS) of the International Monetary Fund (IMF). The SDDS serves as reference to member countries in the dissemination of economic and financial data.

DEFINITION OF TERMS:

Wage rate refers to the sum of basic pay and regular/guaranteed allowances.

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; payment in kind; allowances; and bonuses and gratuities.

Allowances refer to regular/guaranteed cash payments. These include cost of living allowances (COLA) 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; and family allowances; and payments in kind.

Time-rated workers on full-time basis refer to workers paid on the basis of a time unit of work and who work at jobs with hours of work equal to or more than those considered as normal or regular to the establishments.

Median refers to the value that divides the wage distribution into two equal parts. It is the value where half of the distribution receive more while the other half receive less.

Benchmark occupations refer to occupations monitored in all industries covered by the survey. The OWS specifically collects data on these two benchmark occupations:
(1) Accounting and Bookkeeping Clerks and (2) Unskilled Workers except Janitors, Messengers and Freight Handlers.