

# Philippines - Occupational Wages Survey (OWS) 2020

**Philippine Statistics Authority (PSA),**

Report generated on: June 19, 2023

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# Overview

## Identification

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### ID NUMBER

PHL-PSA-OWS-2020-v1.0

## Version

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### VERSION DESCRIPTION

V1.0: Final dataset for official estimates

### PRODUCTION DATE

2022-09-06

## Overview

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### ABSTRACT

#### A. Objective/s of the Survey

The OWS aims to generate wage statistics as critical inputs to policies on wage and salary administration and wage determination particularly in wage-fixing, price policies and collective bargaining negotiations.

#### B. Uses of the Data

Statistics on wage rates are useful economic indicators and inputs to wage, income, productivity and price policies, and wage fixing in collective bargaining. Occupational wage rates are used to measure wage differences across occupations and industries specifically wage differentials and wage inequality in typically low wage and high wage occupations. 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 wage data collected from the OWS can be used for international comparability as the industry codes and occupation codes used in the survey are the current standard codes used internationally.

Specifically, the OWS data on the Average Monthly Occupational Wage Rates of Selected Occupations is included as one of the variables listed and committed by the Philippine government to be regularly generated and disseminated 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.

#### C. Main Topics Covered by the Survey

Main topics covered by the survey are occupational wage rates of benchmark and monitored occupations, 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 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.

## Scope

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### NOTES

The OWS, which is regularly conducted every two years, generally collects data on the basic pay and allowances of time-rated workers on full-time basis in establishments employing 20 or more workers.

The scope of the survey includes:

Part A - covers general information about the establishment as of pay period that includes August 31, 2020 which comprises the industry, legal organization, economic organization and number of employed time-rated workers on full-time basis in the establishment.

Part B - inquiries include the basic pay and allowances per hour, per day or per month by sex of time-rated workers on full-time basis in establishments.

Part C - data on basic pay and allowances of time-rated workers on full-time basis of the following:

1. Benchmark Occupations which refer to occupations that are generally widespread or usually common to all establishments and are usually at or near the bottom of the wage scale. Benchmark occupations, for purposes of this survey, include (1) accounting and bookkeeping clerks; and (2) unskilled workers (except for janitors, messengers and freight handlers).

2. Monitored Occupations - pre-identified occupation composing of one to eleven occupations in each of the 55 selected industries listed in Part F (page 14) of the questionnaire.

In summary, this results to the monitoring of wage rates of time-rated workers in 190 occupations across 71 industries.

#### TOPICS

Topic	Vocabulary	URI
Labour	Philippine Statistics Authority	

## Coverage

#### GEOGRAPHIC COVERAGE

National coverage with 17 administrative regions:

National Capital Region (NCR)

Cordillera Administrative Region (CAR)

Region I - Ilocos Region

Region II - Cagayan Valley Region

Region III - Central Luzon

Region IV-A - CALABARZON

MIMAROPA Region

Region V - Bicol Region

Region VI - Western Visayas Region

Region VII - Central Visayas Region

Region VIII - Eastern Visayas Region

Region IX - Zamboanga Peninsula

Region X - Northern Mindanao

Region XI - Davao Region

Region XII - SOCCSKSARGEN

Region XIII - Caraga Region

Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)

## UNIVERSE

Covered agricultural and non-agricultural industries EXCEPT central banking, public administration and defense and compulsory social security; retail sale via stalls and markets, jeepney and Asian Utility Vehicle (AUV) operation; tricycles, calesas, pedicabs operations; public education services; public medical, dental and other health services; cockpits operation activities, musical band or band in operation during fiestas; 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. For purposes of monitoring occupational wage rates, 60 industries were pre-determined out of the 70 covered by the survey.

## 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 and Employment Demand Statistics Division	SSSS - LSREDS	Philippine Statistics Authority	Documenter

## DATE OF METADATA PRODUCTION

2022-09-06

## DDI DOCUMENT VERSION

Version 1.0 (September 2022)

## DDI DOCUMENT ID

DDI-PHL-PSA-OWS-2020-v1.0

# Sampling

## Sampling Procedure

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### SURVEY UNIVERSE/SAMPLING FRAME:

The frame used for both the 2020 OWS was extracted from the 2019 updated List of Establishments (LE) as of 30 July 2020. This frame was used to draw the sample establishments for the surveys.

The LE is the list of all operating establishments nationwide which is the main source of statistical frame for all establishment-based and enterprise-based surveys/censuses conducted by the PSA. The geographic location, industry classification and total employment of the establishments are the primary variables being considered and used in the sampling design of these surveys/censuses.

The updates for the latest 2019 LE were sourced from survey feedbacks from the 2019 Quarterly Survey of Philippine Business and Industry (QSPBI); the 2018 Census of Philippine Business and Industry (CPBI); and from the list of branches enumerated by sample establishments.

The 2019 LE was extracted from the Statistical Business Register (SBR) which is a database containing the records of business units engaged in various economic activities in the entire country.

It is a collection of all business units enumerated/listed and included in the list from previous updating activities which are currently operating or with "other operation" status (i.e. closed, cannot be located (CBL) or moved out to unknown address, duplicates, etc.).

In accordance to the specified scope and coverage (Table 2.2) provided to the Service and Industry Census Division (SICD), the final frame for the 2020 OWS consist of about 40,934 in operation and formal sector establishments nationwide.

### SAMPLING DESIGN AND SAMPLE SIZE:

The 2020 OWS uses stratified sampling design. The first stratification variable is 2-digit industry to 5-digit industry classification based on the 2009 PSIC. The second stratification variable is total employment with strata as follows: 20 to 99, 100 to 199, and 200 and over employment sizes.

Establishments employing 200 or more workers are all taken in the sample (certainty stratum). Their employment represents about 65.0 percent of total employment in all the establishments covered. These establishments comprised 10.0 percent of the reference total formal establishments in the sampling frame. Establishments with employment size 20 to 199 were subdivided into 20 to 99 and 100 to 199 and these were referred to as non-certainty strata.

The domains of the survey are industry and employment size.

The total number of samples for the 2020 OWS was 8,573 establishments, which was computed to generate reliable estimates for the domains. The total sample size included an additional sample of 10.0 percent to account for possible nonresponse.

Note: For complete Survey Design, refer to Survey Metadata and Field Operations Manual (Chapter 2).

## Deviations from Sample Design

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Not all of the distributed questionnaires were retrieved or have a status of "good questionnaire". 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, under new management, consolidated reports with other sample establishments and those establishments whose questionnaires contain inconsistent responses and have not replied to the verification queries by the time output table generation

commences.

## Response Rate

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The 2020 OWS response rate in terms of eligible units is 79.20%.

## Weighting

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According to Kalton and Flores-Cervantes, weighting adjustments are commonly applied in surveys to compensate for nonresponse and non-coverage, and to make weighted sample estimates conform to external values (Weighting Methods, Journal of Official Statistics, Vol. 19, No. 2, 2003, pp. 81-97).

Not all of the distributed survey questionnaires will be retrieved or will have a status of “Good” questionnaire. During data collection, there will be reports of permanent closures; non-location; duplicates and shifts in industry and employment size outside the survey coverage. Establishments that fall in these categories are not eligible elements of the frame and their count will not be considered in the estimation. Non-responding eligible units are made up of refusals; temporary closures; under new management and ownership; consolidated report with other sample establishments; and establishments whose questionnaires contain inconsistent responses but were not able to reply or comply to the verification/follow-ups made by Statistical Researchers (SRs) and field personnel by the time output table generation processes had commenced.

Respondents are post-stratified as to industry and employment size classifications. Non-respondents are retained in their classifications. 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 or the adjusted weights which is the ratio of the estimated population of establishments to the number of responding establishments.

For the 2020 OWS, sample values of basic pay and allowances for the monitored occupations whose basis of payment is by Hour (H) or a by Day (D) are converted into a standard monthly equivalent, assuming 309 working days and 8 hours per day. Daily rate is multiplied by 25.75 (days) while hourly rate is multiplied by 206 (hours/day).

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 that have allowances.

A 95% level of reliability of national survey estimates is desired. It is to be assessed through the coefficients of variations (CVs) for average wage rates of benchmark occupations and other monitored occupations by industry

# Questionnaires

## Overview

The questionnaire is made up of several parts as follows:

### Cover Page (Page 1)

This contains the following:

- Title Panel - This panel is found at the uppermost part of the questionnaire and contains the PSA Logo, PSA Approval Number (SSRCS), Expiry Date (SSRCS), Logo - PSA ISO Certification by TUV Rheinland, Survey Title, Address Label Box;
- Cover Letter - this contains a brief introduction of the survey, the authority of PSA to conduct the survey and the assurance of confidentiality of data collected from the survey as endorsed by PSA Undersecretary and National Statistician and Civil Registrar General (NSCRG) Dennis S. Mapa, Ph.D.
- Field and Central Office Contact Number - This provides information on the PSA personnel to be contacted in case of inquiries about the survey.
- General Information About The Establishment - This inquires on the business and registered names; business address; establishment's Tax Identification Number (TIN); company website and social media account/s (if any).
- Reporting Unit (RU) Information - This contains information on the RU's business name, name of contact person, contact number, position of the contact person and division/unit and business address of the establishments in case the questionnaire is to be endorsed to its reporting unit.
- Control Panel/Status Code - This contains Folio Number (FN); Questionnaire Number (QN) and Establishment's Control Number (ECN) to be filled-out by PSA personnel. Further, the status codes of the accomplished questionnaire and initial and final status of the questionnaire to be encircled by PSA personnel.

Survey Information (Page 2) - This contains the survey objective, uses of data, confidentiality clause, legal authority, coverage, periodicity and reference period, concepts and definition of terms, due date of submission and availability of results of the 2020 OWS.

### PART A: General Information (Page 3 to 4)

This portion inquires on the main economic activity or business of the establishment; major products/goods produced or sold or type of service rendered; legal organization (LO) of the establishment; economic organization (EO) of the establishment and total employment as of August 31, 2020 with breakdown on (1) time-rated workers on full-time basis, (2) time-rated workers on part-time basis, (3) output-rated workers, (4) workers paid purely on commission (with employer control and supervision) and (5) working owners (without regular pay) and unpaid workers

### Part B: Employment and Wage Rates of Time-Rated Workers on Full-Time Basis (Page 5 to 6)

This inquires data on the number of time-rated workers on full-time basis by time unit (hour, day or month) and by basic pay and allowance intervals disaggregated by sex;

### Part C: Employment and Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Occupations (Page 7 to 12)

For each occupation covered, the establishment is asked to report the time unit of work (hourly, daily, monthly), corresponding basic pay per worker and number of full-time workers for each basic pay reported. Similar data are also asked for workers in the occupation that are given regular allowances. The total number of time-rate workers on full-time basis disaggregated by sex in each monitored occupation is likewise requested;

### Part D: Certification (Page 13)

This part is provided for the respondent's name and signature, position, and telephone/fax numbers and e-mail address; time spent in answering the questionnaire; and comments or suggestions (on the data it provided for the survey, results of previous survey round and improvements on the design/contents of the questionnaire);

### Part E: Survey Personnel (Page 13)

This portion is allocated for the names of personnel involved in collection, editing, review and assessed (if applicable) of each questionnaire and dates when the activities were completed;

Part F: Industries with Selected Occupations (Page 14)

This lists the selected 60 industries whose occupational employment and wage rates are being monitored; and

Survey Results (Page 15 to 16)

This part contains selected statistics from the 2018 and 2016 OWS for informational purposes and reference of the establishment.

Note: Refer to Questionnaire and Occupational Sheets for the List of Monitored Occupations.



# Data Collection

## Data Collection Dates

Start	End	Cycle
2020-10-26	2020-12-29	N/A

## Time Periods

Start	End	Cycle
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## Data Collection Mode

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

## Data Collection Notes

The survey was conducted in coordination with the Regional Statistical Service Offices (RSSOs) and Provincial Statistics Offices (POs) of the Philippine Statistics Authority. On a project basis, SRs 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. Delivery of questionnaires started in October of the reference year and retrieval commenced within 10 working days from delivery to establishment or on a date agreed upon by the contact person and the enumerator.

To assist the respondents in classifying their job titles that have different nomenclatures than the PSOC, an occupational sheet was inserted in the questionnaire of an establishment whose industry belongs to the 55 pre-determined industries that are being 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 vary across establishments depending on their industry classification. Establishments that fall outside the 55 industries were not given occupational sheets. However, in the event that the industry of such establishment has been misclassified in the sampling frame and it should have been provided an occupational sheet, the field staff was instructed to give the respondent the relevant occupational sheet. The two occupations considered as benchmark (accounting and bookkeeping clerks; and unskilled laborers except for janitors, messengers and freight handlers) and their corresponding job descriptions appear in the pertinent portion of the survey questionnaire. Wage rates of these occupations were monitored in all industries covered by the survey.

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Note: Refer to Questionnaire and Occupational Sheets for the List of Monitored Occupations.

## Data Collectors

Name	Abbreviation	Affiliation
PSA Field Offices	PSA FOs	Philippine Statistics Authority
Social Sector Statistics Service - Labor Standards and Relations and Employment Demand Statistics Division	PSA-SSO-SSSS-LSREDSD	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 5: Operational Strategy.

## Data Processing

### Data Editing

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Data were manually and electronically processed in the Provincial Statistics Offices (PSOs). Upon collection of accomplished questionnaires, SRs performed field editing before leaving the establishments to ensure completeness, consistency and reasonableness of entries in accordance with the field operations manual. The questionnaires were again checked for data consistency and completeness by the field supervisors. When passed in the manual editing, the questionnaires were then turned over to machine processors for encoding and further validation.

The PSA-Central Office personnel undertook the final review, validation and scrutiny of aggregated results for coherence. Questionnaires with incomplete or inconsistent entries were verified to the establishments through the PSOs and/or or directly to them through e-mail/phone verification.

### Other Processing

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The OWS/ISLE Data Processing and Management System (OIDPMS) was used for data encoding and generation of validation prooflists. After checking accuracy of encoding based on the prooflists, a conversion program using SPSS and STATA was executed to generate output tables.

# 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. It is to be assessed through the coefficients of variation (CVs) of population ratio for average monthly wage rates.

## **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.