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July 2003

## WAGE RATES IN INDUSTRIES

### *A Look at Selected Occupational Wage Rates (First of a two-part series)*

*This two-part series presents the highlights of the results of the June 2002 Occupational Wages Survey (OWS). The objective of the survey is to generate statistics for wage and salary administration and wage determination in collective bargaining negotiations. The survey currently, collects data on employment and wage rates of time-rate workers on full-time basis in 168 occupations in 61 non-agricultural industries. Starting with the 2002 survey round, two benchmark occupations (accounting and bookkeeping clerks and unskilled workers – except janitors, freight handlers and messengers) were monitored in the 61 industries. On the other hand, at most eight (8) industry specific occupations were monitored in 43 selected industries likely to be affected by the changing global and economic structure.*

*Unlike in the previous survey rounds, the 2002 OWS was limited to Metro Manila (National Capital Region) due to budget constraints. As such, data estimates for occupations in industries relatively concentrated in areas outside Metro Manila are not available. Further, data were obtained for only 155 occupations in 59 industries. Similarly, the results do not provide a distribution of time-rate workers on full-time basis in areas outside Metro Manila. There was also a shift in the reference period from October to June. Thus, the data are not comparable to those of the previous survey rounds.*

*The two industries with no responding establishments were recycling and manufacture of cement. Meanwhile, the 13 occupations for which no data were reported were mining engineers and metallurgists; mining and metallurgical engineering technicians; miners; shotfirers and blasters; mining plant operators; mineral ore processing plant operators; well drillers and borers and related workers; tanners; petroleum refining plant operators; coke production plant operators; lineman, line installers and cable splicers; calculating machine operators; and receptionists and information clerks.*

*The average monthly wage rates across the occupations covered by the survey in Metro Manila was recorded at ₱ 10,911. For purposes of this survey, wage rate is defined as including basic pay and regular/guaranteed cash allowances. **To note, these wage rates refer to the average of wage rates and not to the prevailing wage rates (most commonly paid rate) nor to the entry or hiring rates.***

## WAGE RATES OF EMERGING OCCUPATIONS



New or emerging occupations covered by the survey include customer service associates/representatives and

telemarketers. (See Table A)

In June 2002, the average monthly wage rate of customer service associates/representatives was estimated at ₱ 12,841. This differed across selected industries from

₱ 10,185 in non-bank financial intermediation to ₱ 18,875 in insurance and pension funding.

Meanwhile, telemarketers received an average monthly wage

rate of ₱ 10,764. In wholesale trade and commission trade (except of motor vehicles and motorcycles), wage rate averaged ₱ 11,747. In retail trade (except of motor vehicles and motorcycles), it stood at ₱ 9,557.

## WAGE RATES OF BENCHMARK OCCUPATIONS



The current survey covered two benchmark occupations, namely, accounting and bookkeeping clerks and unskilled workers – except janitors, freight handlers and messengers. Average monthly wage rates for these occupations varied across the 61 non-agricultural industries. (See Table C)

The average monthly wage rate of accounting and bookkeeping clerks

stood at ₱ 10,955. It was highest in electricity, gas, steam and hot water supply at ₱ 19,318. Its lowest was recorded at ₱ 8,290 in bus line operation.

Unskilled workers across all industries posted an average monthly wage rate of ₱ 7,751. Workers in collection, purification and distribution of water had the highest monthly wage rate averaging ₱ 11,500. The lowest paid unskilled workers were in non-metallic mining and quarrying with an average monthly wage rate of ₱ 6,500.

## WAGE RATES OF INDUSTRY SPECIFIC OCCUPATIONS

### *Selected Supervisory Workers*



The average monthly wage rate of production supervisors and foremen was estimated at ₱ 13,242. The highest paid supervisors were in electricity, gas, steam and hot water supply at ₱ 36,130. Their counterparts in building and repairing of ships and boats were paid the least at only ₱ 7,335. On the other hand, the average monthly wage rate of supervisors and general foremen in the construction industry stood at ₱ 14,020. (See Table A)

Sales supervisors in trade establishments received an average monthly wage rate of ₱ 15,148. The lowest was at ₱ 11,728 in sale, maintenance and repair of motor vehicles and motorcycles while its highest reached ₱ 17,957 in wholesale trade and commission trade, except of motor vehicles and motorcycles.

In transport, storage and communications, supervisors received an average monthly wage rate of ₱ 19,324. It varied from a low of ₱ 11,333 in bus line operation to a high of ₱ 22,825 in postal and telecommunications services, except national postal activities.

## ***Selected Professional Workers***



Some of the professional workers covered by the survey include accountants and auditors, doctors, engineers, nurses and teachers. (See Table A)

The average monthly wage rates of accountants and auditors stood at ₱ 17,113. Its lowest was estimated at ₱ 13,571 in retail trade while its highest stood at ₱ 19,130 in insurance and pension funding.

Some of the engineers covered by the survey include civil, electrical, mechanical and electronics and telecommunications engineers. Their average monthly wage rate was recorded at ₱ 19,595. Its minimum stood at ₱ 9,400 for mechanical engineers in the manufacture of other non-metallic mineral products. Electrical engineers in electricity, gas, steam and hot water supply recorded the maximum (₱ 30,589) average

monthly wage rate among its counterparts.

In private health and social work, resident medical doctors received an average monthly wage rate of ₱ 12,971. Meanwhile, professional nurses in the industry received an average monthly wage rate of ₱ 9,869.

In private education services, college, university and higher education teaching professionals were the highest paid with an average monthly wage rate of ₱ 24,921. This is in contrast to the lowest average monthly wage rate estimated at ₱ 12,741 for vocational education teaching professionals. The average wage rate for this occupational group was ₱ 18,255.

Computer programmers were paid an average monthly wage rate of ₱ 23,146. Wage rates were higher in computer and related activities at ₱ 23,783 relative to those in insurance and pension funding at ₱ 19,783.

## ***Technicians and Associate Professionals***

Quality inspectors in the manufacture of wearing apparel receiving an average monthly wage rate of ₱ 6,586, were the lowest paid workers among selected technicians and associate professionals. (See Table A)



Meanwhile, the highest paid workers in this occupational group were aircraft pilots, navigators and flight engineers in air transport whose monthly wage rates averaged ₱ 72,070.

### ***Clerical Workers (Excluding Accounting and Bookkeeping Clerks)***

Among selected clerical workers, highest paid were debt collectors and related workers in collection, purification and distribution of water with monthly wage rates averaging ₱ 15,479. (See Table A)

Production clerks in the manufacture of electrical machinery and apparatus, N.E.C. had the lowest with ₱ 7,792.

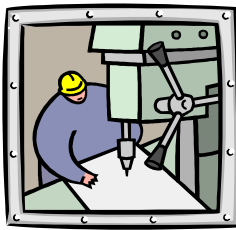
### ***Service Workers (Excluding Telemarketers and Customer Service Representatives)***

The average monthly wage rate of the selected service workers varied across selected non-agricultural industries. (See Table A)

Travel attendants and travel stewards in air transport were the

highest paid workers in this occupation group with average wage rate reaching ₱ 14,574. Bus inspectors in bus line operation were the lowest paid workers receiving an average monthly wage rate of ₱ 7,499.

### ***Trade Skills***



The average monthly wage rate of workers, in selected trade skills stood at ₱ 8,251. (See Table B)

received an average monthly wage rate of ₱ 14,879.

In manufacturing, the highest paid workers in this occupation group were electrical mechanics and fitters in the manufacture of electrical machinery and apparatus, N.E.C. whose monthly wage rate averaged ₱ 11,180 while its lowest stood at ₱ 7,210 for sheet metal workers in the manufacture of motor vehicles, trailers and semi-trailers.

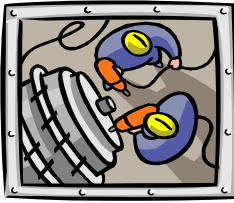
In the construction industry, heavy equipment mechanics were the highest paid trade skill workers receiving an average monthly wage rate of ₱ 8,272. Least paid were masons and related concrete finishers at ₱ 7,446.

Motor vehicle mechanics and related trades workers were the only trade skill workers covered in wholesale and retail trade. Their average monthly wage rate stood at ₱ 9,341.

In utilities, the average monthly wage rate of electrical mechanics and fitters in electricity, gas, steam and hot water supply was ₱ 21,859. Plumbers, pipefitters and related workers on the other hand,

In transport, storage and communications, motor vehicle mechanics and related trade workers in bus line operation received the lowest average monthly wage rate at ₱ 7,690. Highest paid were aircraft engine mechanics and fitters in air transport at ₱ 17,118.

## Machine Operators



The average monthly wage rate of machine operators stood at ₱ 9,172 in June 2002. (See Table B)

In the manufacturing industry, shoemaking and related machine operators in tanning and dressing of leather; manufacture of luggage, handbags and footwear were the least paid workers in this occupation group averaging ₱ 7,186. Its highest stood at ₱ 17,305 for pharmaceutical and toiletry products machine operators in chemical and chemical products manufacturing.

In the utilities, water treatment and related plant operators in the collection, purification and distribution of water received an average monthly wage rate of ₱ 20,161. This is higher than the ₱ 14,523 which is the average monthly wage rate of power production plant operators in electricity, gas, steam and hot water supply.

In transport, storage and communications, bus drivers in bus line operation were the least paid workers at ₱ 8,053. Highest paid were heavy truck and lorry drivers in supporting and auxiliary transport activities with an average monthly wage rate of ₱ 10,917.

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**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>AVERAGE OF SELECTED OCCUPATIONS</b>	<b>10,911<sup>a</sup></b>
<b>Benchmark Occupations</b>	
<b>Accounting and Bookkeeping Clerks</b> except in Non-Metallic Mining and Quarrying	<b>10,955</b>
<b>Unskilled Workers (except janitors, messengers and freight handlers)</b> except in Metallic Ore Mining and Manufacture of Office, Accounting and Computing Machinery	<b>7,751</b>
<b>Emerging Occupations</b>	
<b>Customer Service Representatives</b>	<b>12,841</b>
Collection, Purification and Distribution of Water	17,946
Postal and Telecommunications Services, except National Postal activities	12,150
Banking Institutions, except Central Banking	14,969
Non-Bank Financial Intermediation	10,185
Insurance and Pension Funding, except Compulsory Social Security	18,875
<b>Telemarketers</b>	<b>10,764</b>
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	11,747
Retail Trade, Except of Motor Vehicles and Motorcycles	9,557
<b>Supervisory</b>	
<b>Production Supervisors and Foremen</b>	<b>13,242</b>
Manufacture of Food and Beverages	13,894
Manufacture of Textiles	12,070
Manufacture of Wearing Apparel	9,869
Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	8,980
Manufacture of Wood, Wood Products and Cork, Except Furniture, Manufacture of Articles of Bamboo, Cane, Rattan and the Like	11,136
Manufacture of Paper and Paper Products	10,684
Publishing and Printing	13,829
Manufacture of Coke, Refined Petroleum and Other Fuel Products	10,652
Manufacture of Chemicals and Chemical Products	16,019
Manufacture of Rubber Products	11,595
Manufacture of Plastic Products	10,896

<sup>a</sup> The data refers to the average wage rate across selected occupations in selected non-agricultural industries and not to the average monthly wage rate of all occupations in all non-agricultural industries.

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:**

**JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Supervisory (cont'd.)</b>	
<b>Production Supervisors and Foremen (cont'd.)</b>	
Manufacture of Other Non-Metallic Mineral Products	13,696
Manufacture of Basic Metals	13,826
Manufacture of Fabricated Metal Products, Except Machinery and Equipment	10,762
Manufacture of Machinery and Equipment, N.E.C.	11,860
Manufacture of Electrical Machinery and Apparatus, N.E.C.	16,157
Manufacture of Radio, Television and Communications Equipment and Apparatus	18,193
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	21,960
Building and Repairing of Ships and Boats	7,335
Manufacture and Repair of Furniture	8,970
Electricity, Gas, Steam and Hot Water Supply	36,130
Collection, Purification and Distribution of Water	20,212
Construction	14,020
<b>Sales Supervisors</b>	<b>15,148</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	11,728
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	17,957
Retail Trade, except of Motor Vehicles and Motorcycles	13,793
<b>Transport and Communications Service Supervisors</b>	<b>19,324</b>
Land Transport, except Bus Line Operations; Transport Via Pipelines	18,430
Bus Line Operation	11,333
Water Transport	14,644
Air Transport	21,392
Postal and Telecommunications Services, Except National Postal Activities	22,825
<b>Professional Workers</b>	
<b>Accountants and Auditors</b>	<b>17,113</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	15,691
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	18,387
Retail Trade, Except of Motor Vehicles and Motorcycles	13,571
Hotels and Restaurants	14,484
Banking Institutions, except Central Banking	18,152
Non-Bank Financial Intermediation	17,930
Insurance and Pensions Funding, except Compulsory Social Security	19,130

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Professional Workers (cont'd.)</b>	
<b>Accountants and Auditors (cont'd)</b>	
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	17,394
<b>Engineers</b>	<b>19,595</b>
<i>Civil Engineers</i>	
Collection, Purification and Distribution of Water	27,631
Construction	14,110
Architectural and Engineering Activities and Related Technical Consultancy	18,999
<i>Mechanical Engineers</i>	
Manufacture of Paper and Paper Products	12,104
Publishing and Printing	12,846
Manufacture of Rubber Products	11,095
Manufacture of Plastic Products	10,774
Manufacture of Other Non-Metallic Mineral Products	9,400
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	12,035
<i>Electrical Engineers</i>	
Manufacture of Electrical Machinery and Apparatus, N.E.C.	24,302
Electricity, Gas, Steam and Hot Water Supply	30,589
Architectural and Engineering Activities and Related Technical Consultancy	23,351
<i>Electronics and Telecommunications Engineers</i>	
Manufacture of Radio, Television & Communications Equipment and Apparatus	24,421
Postal and Telecommunications Services Except National Postal Activities	18,810
Computer and Related Activities	25,253
<b>Medical Workers in Private Health and Social Work</b>	
Doctors	12,971
Professional Nurses	9,869
<b>Teaching Professionals in Private Education Services</b>	<b>18,255</b>
College, University & Higher Education	24,921
Technical and Vocational Instructors/Trainers	14,041
General Secondary Education	14,286
Science and Mathematics	14,436
Vocational Education	12,741
General Elementary Education	14,897
Science and Mathematics Elementary Education	15,361
Pre-Elementary Education	15,071



**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Professional Workers (cont'd.)</b>	
<b>Computer Programmers</b>	<b>23,146</b>
Insurance and Pension Funding, Except Compulsory Social Security	19,783
Computer and Related Activities	23,783
<b>Technicians and Associate Professionals</b>	
<b>Engineering Technicians</b>	<b>13,295</b>
<i>Chemical Engineering Technicians</i>	
Manufacture of Food and Beverages	12,589
Manufacture of Coke, Refined Petroleum and Other Fuel Products	8,300
Manufacture of Chemicals and Chemical Products	13,449
Manufacture of Rubber Products	10,439
Manufacture of Plastic Products	9,711
<i>Mechanical Engineering Technicians</i>	
Manufacture of Paper and Paper Products	8,652
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	10,167
<i>Electrical Engineering Technicians</i>	
Manufacture of Electrical Machinery and Apparatus, N.E.C.	9,081
Electricity, Gas, Steam and Hot Water Supply	25,546
Architectural & Engineering Activities and Related Technical Consultancy	15,035
<i>Electronic and Telecommunications Engineering Technicians</i>	
Manufacture of Radio, Television & Communications Equipment and Apparatus	12,553
Postal and Telecommunications Services Except National Postal Activities	12,952
Computer and Related Activities	13,974
<i>Civil Engineering Technicians</i>	
Collection, Purification and Distribution of Water	19,823
Architectural and Engineering Activities and Related Technical Consultancy	12,721
<b>Quality Inspectors</b>	<b>8,435</b>
Manufacture of Food and Beverages	10,088
Manufacture of Textiles	8,310
Manufacture of Wearing Apparel	6,586
Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	7,262
Manufacture of Rubber Products	8,997
Manufacture of Plastic Products	8,535
Manufacture of Other Non-Metallic Mineral Products	10,677
Manufacture of Fabricated Metal Products, Except Machinery and Equipment	8,652
Manufacture of Machinery and Equipment, N.E.C.	10,584

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Technicians and Associate Professionals (cont'd.)</b>	
<b>Quality Inspectors (cont'd.)</b>	
Manufacture of Electrical Machinery and Apparatus, N.E.C.	9,300
Manufacture of Radio, Television and Communications Equipment and Apparatus	9,969
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	9,994
Manufacture and Repair of Furniture	7,997
Collection, Purification and Distribution of Water	16,047
<b>Technical and Commercial Sales Representatives</b>	<b>10,369</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	8,541
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	10,547
<b>Ship's Engineers</b>	
Water Transport	<b>20,686</b>
<b>Ships' Deck Officers and Pilots</b>	
Water Transport	<b>21,019</b>
<b>Aircraft Pilots, Navigators and Flight Engineers</b>	
Air Transport	<b>72,070</b>
<b>Clearing and Forwarding Agents</b>	
Supporting and Auxiliary Transport Activities, Activities of Travel Agencies	<b>8,793</b>
<b>Travel Consultants and Organizers</b>	
Supporting and Auxiliary Transport Activities, Activities of Travel Agencies	<b>12,153</b>
<b>Bookkeepers</b>	<b>10,213</b>
Banking Institutions, except Central Banking	9,622
Non-Bank Financial Intermediation	15,927
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	9,234
<b>Securities and Finance Dealers and Brokers</b>	
Non-Bank Financial Intermediation	<b>16,096</b>
<b>Insurance Representatives</b>	
Insurance and Pension Funding, except Compulsory Social Security	<b>14,480</b>
<b>Appraisers and Valuers</b>	
Insurance and Pension Funding, except Compulsory Social Security	<b>11,972</b>

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Technicians and Associate Professionals (cont'd.)</b>	
<b>Computer Assistants</b> Computer and Related Activities	<b>11,007</b>
<b>Computer Equipment Operators</b> Computer and Related Activities	<b>11,516</b>
<b>Draftsmen</b> Architectural and Engineering Activities and Related Technical Consultancy	<b>12,691</b>
<b>Medical Equipment Operators</b> Private Medical, Dental & Other Health Services	<b>10,001</b>
<b>Clerical Workers</b>	
<b>Production Clerks</b>	<b>8,736</b>
Manufacture of Food and Beverages	8,902
Manufacture of Wearing Apparel	8,925
Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	8,514
Manufacture of Wood, Wood Products and Cork, Except Furniture; Manufacture of Articles of Bamboo, Cane, Rattan and the Like	11,103
Manufacture of Paper and Paper Products	8,641
Manufacture of Coke, Refined Petroleum and Other Fuel Products	8,080
Manufacture of Rubber Products	9,863
Manufacture of Plastic Products	8,206
Manufacture of Other Non-Metallic Mineral Products	9,930
Manufacture of Machinery and Equipment, N.E.C.	8,574
Manufacture of Electrical Machinery and Apparatus, N.E.C.	7,792
Manufacture of Radio, Television and Communications Equipment and Apparatus	9,883
Manufacture and Repair of Furniture	7,887
<b>Debt Collectors and Related Workers</b> Collection, Purification and Distribution of Water	<b>15,479</b>
<b>Stock Clerks</b>	<b>8,580</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	9,156
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	10,232
Retail Trade, Except of Motor Vehicles and Motorcycles	8,040

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Clerical Workers (cont'd.)</b>	
<b>Cashier</b>	<b>8,643</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	10,801
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	11,568
Retail Trade, Except of Motor Vehicles and Motorcycles	8,424
<b>Receptionists and Information Clerks</b>	
Hotels and Restaurants	<b>10,839</b>
<b>Transport Clerks (Dispatchers)</b>	<b>11,896</b>
Land Transport, except Bus Line Operations; Transport Via Pipelines	13,046
Bus Line Operation	8,007
Water Transport	14,532
Air Transport	13,595
<b>Travel Agency Clerks and Related Workers</b>	
Supporting and Auxiliary Transport Activities, Activities of Travel Agencies	<b>10,457</b>
<b>Telefax/Teleprinters/Telex Clerks</b>	
Postal and Telecommunications Services Except National Postal Activities	<b>8,262</b>
<b>Telephone Switchboard Operators</b>	
Postal and Telecommunications Services Except National Postal Activities	<b>18,641</b>
<b>Statistical and Finance Clerks</b>	<b>11,545</b>
Banking Institutions, except Central Banking	12,653
Non-Bank Financial Intermediation	10,562
Insurance and Pensions Funding, except Compulsory Social Security	11,402
<b>Tellers</b>	
Banking Institutions, except Central Banking	<b>10,148</b>
<b>Data Entry Operators</b>	<b>8,346</b>
Computer and Related Activities	8,328
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	9,189

**Table A - AVERAGE MONTHLY WAGE RATES OF SELECTED OCCUPATIONS  
IN SELECTED NON-AGRICULTURAL INDUSTRIES, METRO MANILA:  
JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Occupations/Industries</b>	<b>Average Monthly Wage Rates</b>
<b>Service Workers</b>	
<b>Shop Salespersons and Demonstrators</b>	<b>8,379</b>
Sale, Maintenance And Repair of Motor Vehicles and Motorcycles	8,422
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	8,820
Retail Trade, Except of Motor Vehicles and Motorcycles	8,274
<b>Service Crew</b>	
Hotels and Restaurants	<b>7,982</b>
<b>Housekeepers and Related Workers</b>	
Hotels and Restaurants	<b>11,808</b>
<b>Cooks</b>	
Hotels and Restaurants	<b>11,752</b>
<b>Waiters, Waitresses and Bartenders</b>	
Hotels and Restaurants	<b>10,165</b>
<b>Bus Conductors</b>	
Bus Line Operation	<b>8,199</b>
<b>Bus Inspectors</b>	
Bus Line Operation	<b>7,499</b>
<b>Travel Attendants and Travel Stewards</b>	<b>14,505</b>
Water Transport	11,128
Air Transport	14,574
<b>Travel Guides</b>	
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	<b>8,323</b>

Notes: 1. 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.

2. Allowances refer to regular/guaranteed cash payments. These include cost of living allowance 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; family allowances.

3. Unlike the previous rounds of the Occupational Wages Survey that were conducted nationwide, the data collection for the 2002 survey was limited to Metro Manila due to budget cuts. As such, the data are not comparable to those of previous survey rounds.

Source of data: Bureau of Labor and Employment Statistics, 2002 Occupational Wages Survey.

**Table B - AVERAGE MONTHLY WAGE RATES OF SELECTED TRADE AND MACHINE  
OPERATING SKILLS IN SELECTED NON-AGRICULTURAL INDUSTRIES,  
METRO MANILA: JUNE 2002**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Industries/Occupations</b>	<b>Average Monthly Wage Rates</b>
<b>AVERAGE OF SELECTED OCCUPATIONS</b>	<b>10,911<sup>a</sup></b>
<b>Trade Skills</b>	<b>8,251</b>
<b>Manufacture of Food Products and Beverages</b>	
Food Processing and Related Trades Workers	8,997
<b>Manufacture of Textiles</b>	
Fiber Preparers	8,545
Weavers, Knitters & Related Workers	7,768
<b>Manufacture of Wearing Apparel</b>	
Tailors, Dressmakers and Hatters	7,507
Textile, Leather and Related Pattern Makers and Cutters	8,530
Sewers, Embroiderers and Related Workers	7,521
<b>Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear</b>	
Shoemakers and Related Workers	7,253
<b>Manufacture of Wood, Wood Products and Cork except Furniture</b>	
Wood Treaters	8,084
Woodworking-Machine Setters and Setter-Operators	8,061
<b>Publishing and Printing</b>	
Compositors, Typesetters and Related Workers	10,539
Stereotypers and Electrotypers	9,613
Printing Engravers and Etchers	9,344
Bookbinders and Related Workers	8,263
Pressman Letterpress and Related Workers	9,500
<b>Manufacture of Other Non-Metallic Mineral Products</b>	
Potters, Glass-Makers and Related Trades	9,188
<b>Manufacture of Basic Metals</b>	
Metal Molders and Core Makers	7,964
Sheet-Metal Workers	8,231
<b>Manufacture of Fabricated Metal Products, Except Machinery and Equipment</b>	
Welders and Flamecutters	8,082
Structural Metal Preparers	7,561
Blacksmiths, Hammersmiths and Forging Press Operators	7,338
Machine-Tool Setters and Setter-Operators	8,484

<sup>a</sup> The data refers to the average wage rate across selected occupations in selected non-agricultural industries and not to the average monthly wage rate of all occupations in all non-agricultural industries.

**Table B - AVERAGE MONTHLY WAGE RATES OF SELECTED TRADE AND MACHINE  
OPERATING SKILLS IN SELECTED NON-AGRICULTURAL INDUSTRIES,  
METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Industries/Occupations</b>	<b>Average Monthly Wage Rates</b>
<b>Trade Skills (cont'd.)</b>	
<b>Manufacture of Machinery &amp; Equipment</b>	
Welders and Flamecutters	8,128
Tool Makers and Related Workers	9,891
Agricultural or Industrial Machinery Mechanics and Fitters	8,925
<b>Manufacture of Electrical Machinery &amp; Apparatus, N.E.C.</b>	
Electrical Mechanics and Fitters	11,180
<b>Manufacture of Radio, Television and Communication Equipment</b>	
Electronics Fitters	8,941
<b>Manufacture of Motor Vehicles, Trailers and Semi-Trailers</b>	
Sheet-Metal Workers	7,210
Motor Vehicle Mechanics and Related Trades Workers	7,410
<b>Building &amp; Repairing of Ships and Boats</b>	
Structural Metal Preparers	7,729
Riggers and Cable Splicers	7,636
Marine Crafts Mechanics	7,499
<b>Manufacture &amp; Repair of Furniture</b>	
Cabinet Makers and Related Workers	7,720
Rattan, Bamboo and Other Wicker Furniture Workers	7,818
Upholsterers and Related Workers	7,289
<b>Electricity, Gas, Steam and Hot Water Supply</b>	
Electrical Mechanics and Fitters	21,859
<b>Collection, Purification &amp; Distribution of Water</b>	
Plumbers, Pipe Fitters and Other Related Workers	14,879
<b>Construction</b>	
Masons and Related Concrete Finishers	7,446
Carpenters and Joiners	7,487
Plumbers, Pipe Fitters and Other Related Workers	7,569
Structural Metal Preparers	8,118
Heavy Equipment Mechanics	8,272
Building and Related Electricians	7,813

**Table B - AVERAGE MONTHLY WAGE RATES OF SELECTED TRADE AND MACHINE  
OPERATING SKILLS IN SELECTED NON-AGRICULTURAL INDUSTRIES,  
METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Industries/Occupations</b>	<b>Average Monthly Wage Rates</b>
<b>Trade Skills (cont'd.)</b>	
<b>Sale, Maintenance &amp; Repair of Motor Vehicles and Motorcycles</b> Motor Vehicle Mechanics and Related Trades Workers	9,341
<b>Other Land Transport</b> Motor Vehicle Mechanics and Related Trades Workers	8,586
<b>Bus Line Operation</b> Motor Vehicle Mechanics and Related Trades Workers	7,690
<b>Water Transport</b> Marine Crafts Mechanics	10,352
<b>Air Transport</b> Aircraft Engine Mechanics and Fitters	17,118
<b>Post &amp; Telecommunications except National Postal Activities</b> Telecommunication Equipment Installers and Repairers	13,270
<b>Machine Operators and Assemblers</b>	<b>9,172</b>
<b>Manufacture of Food Products and Beverages</b> Food and Related Products Machine Operators	10,684
<b>Manufacture of Textiles</b> Fiber Preparing, Spinning and Winding Machine Operators	8,186
Weaving & Knitting Machine Operators	8,009
Bleaching, Dyeing and Cleaning Machine Operators	7,850
<b>Manufacture of Wearing Apparel</b> Sewing Machine Operators	7,518
<b>Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear</b> Leather Preparing Machine Operators	7,599
Shoemaking and Related Machine Operators	7,186
<b>Manufacture of Wood, Wood Products and Cork except Furniture</b> Wood Processing Plant Operators	7,727
Wood Products Machine Operators	7,702
Wood and Related Products Assemblers	8,069



**Table B - AVERAGE MONTHLY WAGE RATES OF SELECTED TRADE AND MACHINE  
OPERATING SKILLS IN SELECTED NON-AGRICULTURAL INDUSTRIES,  
METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/quaranteed cash allowances.)*

Industries/Occupations	Average Monthly Wage Rates
<b>Machine Operators and Assemblers (cont'd.)</b>	
<b>Manufacture of Paper &amp; Paper Products</b>	
Paper Pulp Plant Operators	8,157
Papermaking Plant Operators	7,794
Paperboard and Related Products Assemblers	7,749
<b>Manufacture of Coke, Refined Petroleum &amp; Other Fuel Products</b>	
Chemical-Filtering & Separating Equipment Operators	8,347
<b>Manufacture of Chemicals &amp; Chemical Products</b>	
Crushing, Grinding and Chemical-Mixing Machinery Operators	9,334
Chemical Heat-Treating Plant Operators	9,022
Chemical-Filtering & Separating Equipment Operators	12,872
Pharmaceutical and Toiletry Products Machine Operators	17,305
<b>Manufacture of Rubber Products</b>	
Rubber Products Machine Operators	8,687
<b>Manufacture of Plastic Products</b>	
Plastic Products Machine Operators	7,715
<b>Manufacture of Other Non-Metallic Mineral Products</b>	
Glass, Ceramics and Related Plant Operators	9,025
Cement and Other Mineral Products Machine Operators	7,490
<b>Manufacture of Basic Metals</b>	
Ore and Metal Furnace Operators	11,758
Metal Melters, Casters and Rolling-Mill Operators	9,982
Metal Heat Treating Plant Operators	9,269
Metal Drawers and Extruders	7,259
<b>Manufacture of Fabricated Metal Products</b>	
Machine Tool Operators	7,848
<b>Manufacture of Machinery &amp; Equipment</b>	
Mechanical Machinery Assemblers	8,545
<b>Manufacture of Electrical Machinery &amp; Apparatus</b>	
Electrical Equipment Assemblers	10,636

**Table B - AVERAGE MONTHLY WAGE RATES OF SELECTED TRADE AND MACHINE  
OPERATING SKILLS IN SELECTED NON-AGRICULTURAL INDUSTRIES,  
METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

<b>Industries/Occupations</b>	<b>Average Monthly Wage Rates</b>
<b>Machine Operators and Assemblers (cont'd.)</b>	
<b>Manufacture of Radio, TV &amp; Communication Equipment</b> Electronic Equipment Assemblers	9,261
<b>Manufacture of Motor Vehicles, Trailers and Semi-Trailers</b> Mechanical Machinery Assemblers	9,896
<b>Manufacture &amp; Repair of Furniture</b> Wood Products Machine Operators	7,667
<b>Electricity, Gas, Steam and Hot Water Supply</b> Power-Production Plant Operators	14,523
<b>Collection, Purification &amp; Distribution of Water</b> Water-Treatment and Related Plant Operators	20,161
<b>Other Land Transport</b> Heavy Truck and Lorry Drivers	10,182
<b>Bus Line Operation</b> Bus Drivers	8,053
<b>Water Transport</b> Ships' Deck Crews and Related Workers	9,157
<b>Supporting &amp; Auxiliary Transport Activities</b> Heavy Truck and Lorry Drivers	10,917

- Notes: 1. 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.
2. Allowances refer to regular/guaranteed cash payments. These include cost of living allowance 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; family allowances.
3. Unlike the previous rounds of the Occupational Wages Survey that were conducted nationwide, the data collection for the 2002 survey was limited to Metro Manila due to budget cuts. As such, the data are not comparable to those of previous survey rounds.

Source of data: Bureau of Labor and Employment Statistics, 2002 Occupational Wages Survey.

**Table C - AVERAGE MONTHLY WAGE RATES OF BENCHMARK OCCUPATIONS  
IN NON-AGRICULTURAL INDUSTRIES, METRO MANILA: JUNE 2002**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

Industry	Average Monthly Wage Rates (P)	
	Accounting and Bookkeeping Clerks	Unskilled Workers (except Janitors, Messengers and Freight Handlers)
<b>Total</b>	<b>10,955</b>	<b>7,751</b>
Metallic Ore Mining	15,952	-
Non-Metallic Mining and Quarrying	-	6,500
Manufacture of Food and Beverages	12,713	9,039
Manufacture of Tobacco Products	9,608	8,274
Manufacture of Textiles	9,948	7,174
Manufacture of Wearing Apparel	9,255	6,841
Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	8,912	7,202
Manufacture of Wood, Wood Products and Cork Except Furniture; Manufacture of Articles of Bamboo, Cane, Rattan and the Like	9,607	7,527
Manufacture of Paper and Paper Products	9,571	7,406
Publishing and Printing	10,382	7,565
Manufacture of Coke, Refined Petroleum and Other Fuel Products	11,855	7,535
Manufacture of Chemicals and Chemical Products	15,541	8,455
Manufacture of Rubber Products	9,884	7,312
Manufacture of Plastic Products	10,033	7,669
Manufacture of Other Non-Metallic Mineral Products	10,389	6,999
Manufacture of Basic Metals	10,879	7,250
Manufacture of Fabricated Metal Products, Except Machinery and Equipment	9,335	7,317
Manufacture of Machinery and Equipment, N.E.C.	10,319	7,688
Manufacture of Office, Accounting and Computing Machinery	8,326	-
Manufacture of Electrical Machinery and Apparatus, N.E.C.	10,795	7,003
Manufacture of Radio, Television and Communications Equipment and Apparatus	12,948	7,296
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	14,062	8,293
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	11,502	7,277
Manufacture of Other Transport Equipment, Except Building and Repairing of Ships and Boats	10,545	7,303

**Table C - AVERAGE MONTHLY WAGE RATES OF BENCHMARK OCCUPATIONS  
IN NON-AGRICULTURAL INDUSTRIES, METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

Industry	Average Monthly Wage Rates (P)	
	Accounting and Bookkeeping Clerks	Unskilled Workers (except Janitors, Messengers and Freight Handlers)
Building and Repairing of Ships and Boats	8,486	7,303
Manufacture and Repair of Furniture	9,085	7,506
Manufacturing, N.E.C.	11,683	7,400
Electricity, Gas, Steam and Hot Water Supply	19,318	9,536
Collection, Purification and Distribution Of Water	15,337	11,500
Construction	10,256	7,163
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles	10,007	7,967
Retail Sale of Automotive Fuel	10,504	9,777
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	10,477	8,029
Retail Trade, Except of Motor Vehicles and Motorcycles	9,394	7,343
Repair of Personal and Household Goods	10,914	7,509
Hotels and Restaurants	11,110	7,656
Land Transport, Except Bus Line Operation; Transport Via Pipelines	13,858	7,381
Bus Line Operation	8,290	6,864
Water Transport	13,463	9,900
Air Transport	10,352	8,291
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	10,953	8,447
Postal and Telecommunications Services, Except National Postal Activities	13,165	7,378
Banking Institutions, Except Central Banking	11,378	7,303
Non-Bank Financial Intermediation	10,310	9,050
Insurance and Pension Funding, Except Compulsory Social Security	11,710	10,476
Activities Auxiliary to Financial Intermediation	11,255	8,146
Real Estate Activities	9,399	9,093
Renting of Machinery and Equipment Without Operator; Personal	9,631	7,701
Computer and Related Activities	13,217	7,428
Research and Development	12,590	7,538
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	14,869	7,100
Architectural and Engineering Activities and Related Technical Consultancy	11,273	6,671
Other Miscellaneous Business Activities	10,230	6,900

**Table C - AVERAGE MONTHLY WAGE RATES OF BENCHMARK OCCUPATIONS  
IN NON-AGRICULTURAL INDUSTRIES, METRO MANILA: JUNE 2002 (cont'd.)**

*(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)*

Industry	Average Monthly Wage Rates (P)	
	Accounting and Bookkeeping Clerks	Unskilled Workers (except Janitors, Messengers and Freight Handlers)
Private Education Services	11,964	10,550
Private Medical, Dental and Other Health Services	10,058	7,600
Other Health and Social Work Except Public Medical, Dental and Other Health Services	10,134	7,414
Sewage and Refuse Disposal, Sanitation and Similar Activities	9,561	7,611
Recreational, Cultural and Sporting Activities	11,095	8,742
Other Service Activities	9,153	7,368

Notes: 1. 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.

2. Allowances refer to regular/guaranteed cash payments. These include cost of living allowance 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; family allowances.

3. Unlike the previous rounds of the Occupational Wages Survey that were conducted nationwide, the data collection for the 2002 survey was limited to Metro Manila due to budget cuts. As such, the data are not comparable to those of previous survey rounds.

Source of data: Bureau of Labor and Employment Statistics, 2002 Occupational Wages Survey.