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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.

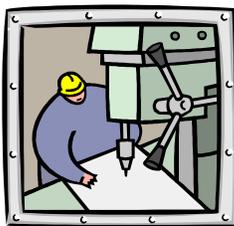
Service Workers (Excluding Telemarketers and Customer Service Representatives)

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.

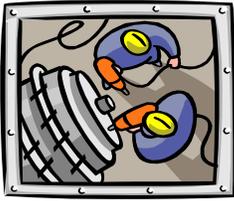
In the construction industry, heavy equipment mechanics were the highest paid trade skill workers receiving an average monthly wage rate of ₱ 8,272. Least paid were masons and related concrete finishers at ₱ 7,446.

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.)

| Occupations/Industries | Average Monthly Wage Rates |
|---|---|
| AVERAGE OF SELECTED OCCUPATIONS | 10,911^a |
| Benchmark Occupations | |
| Accounting and Bookkeeping Clerks except in Non-Metallic Mining and Quarrying | 10,955 |
| Unskilled Workers (except janitors, messengers and freight handlers) except in Metallic Ore Mining and Manufacture of Office, Accounting and Computing Machinery | 7,751 |
| Emerging Occupations | |
| Customer Service Representatives | 12,841 |
| 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 |
| Telemarketers | 10,764 |
| Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles | 11,747 |
| Retail Trade, Except of Motor Vehicles and Motorcycles | 9,557 |
| Supervisory | |
| Production Supervisors and Foremen | 13,242 |
| 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 |

^a 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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Supervisory (cont'd.) | |
| Production Supervisors and Foremen (cont'd.) | |
| 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 |
| Sales Supervisors | |
| Sale, Maintenance and Repair of Motor Vehicles and Motorcycles | 15,148 |
| Wholesale Trade and Commission Trade, Except of Motor Vehicles | 11,728 |
| and Motorcycles | 17,957 |
| Retail Trade, except of Motor Vehicles and Motorcycles | 13,793 |
| Transport and Communications Service Supervisors | |
| Land Transport, except Bus Line Operations; Transport Via Pipelines | 19,324 |
| Bus Line Operation | 18,430 |
| Water Transport | 11,333 |
| Air Transport | 14,644 |
| Postal and Telecommunications Services, Except National Postal Activities | 21,392 |
| | 22,825 |
| Professional Workers | |
| Accountants and Auditors | |
| Sale, Maintenance and Repair of Motor Vehicles and Motorcycles | 17,113 |
| Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles | 15,691 |
| Retail Trade, Except of Motor Vehicles and Motorcycles | 18,387 |
| Hotels and Restaurants | 13,571 |
| Banking Institutions, except Central Banking | 14,484 |
| Non-Bank Financial Intermediation | 18,152 |
| Insurance and Pensions Funding, except Compulsory Social Security | 17,930 |
| | 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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Professional Workers (cont'd.) | |
| Accountants and Auditors (cont'd) | |
| Accounting, Bookkeeping and Auditing Activities; Tax Consultancy | 17,394 |
| Engineers | 19,595 |
| <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 |
| Medical Workers in Private Health and Social Work | |
| Doctors | 12,971 |
| Professional Nurses | 9,869 |
| Teaching Professionals in Private Education Services | 18,255 |
| 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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Professional Workers (cont'd.) | |
| Computer Programmers | 23,146 |
| Insurance and Pension Funding, Except Compulsory Social Security | 19,783 |
| Computer and Related Activities | 23,783 |
| Technicians and Associate Professionals | |
| Engineering Technicians | 13,295 |
| <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 |
| Quality Inspectors | 8,435 |
| 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.)

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

**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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Technicians and Associate Professionals (cont'd.) | |
| Computer Assistants Computer and Related Activities | 11,007 |
| Computer Equipment Operators Computer and Related Activities | 11,516 |
| Draftsmen Architectural and Engineering Activities and Related Technical Consultancy | 12,691 |
| Medical Equipment Operators Private Medical, Dental & Other Health Services | 10,001 |
| Clerical Workers | |
| Production Clerks | 8,736 |
| 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 |
| Debt Collectors and Related Workers Collection, Purification and Distribution of Water | 15,479 |
| Stock Clerks | 8,580 |
| 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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Clerical Workers (cont'd.) | |
| Cashier | 8,643 |
| 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 |
| Receptionists and Information Clerks | |
| Hotels and Restaurants | 10,839 |
| Transport Clerks (Dispatchers) | 11,896 |
| Land Transport, except Bus Line Operations; Transport Via Pipelines | 13,046 |
| Bus Line Operation | 8,007 |
| Water Transport | 14,532 |
| Air Transport | 13,595 |
| Travel Agency Clerks and Related Workers | |
| Supporting and Auxiliary Transport Activities, Activities of Travel Agencies | 10,457 |
| Telefax/Teleprinters/Telex Clerks | |
| Postal and Telecommunications Services Except National Postal Activities | 8,262 |
| Telephone Switchboard Operators | |
| Postal and Telecommunications Services Except National Postal Activities | 18,641 |
| Statistical and Finance Clerks | 11,545 |
| Banking Institutions, except Central Banking | 12,653 |
| Non-Bank Financial Intermediation | 10,562 |
| Insurance and Pensions Funding, except Compulsory Social Security | 11,402 |
| Tellers | |
| Banking Institutions, except Central Banking | 10,148 |
| Data Entry Operators | 8,346 |
| 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.)

| Occupations/Industries | Average Monthly Wage Rates |
|--|---|
| Service Workers | |
| Shop Salespersons and Demonstrators | 8,379 |
| 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 |
| Service Crew | |
| Hotels and Restaurants | 7,982 |
| Housekeepers and Related Workers | |
| Hotels and Restaurants | 11,808 |
| Cooks | |
| Hotels and Restaurants | 11,752 |
| Waiters, Waitresses and Bartenders | |
| Hotels and Restaurants | 10,165 |
| Bus Conductors | |
| Bus Line Operation | 8,199 |
| Bus Inspectors | |
| Bus Line Operation | 7,499 |
| Travel Attendants and Travel Stewards | |
| Water Transport | 11,128 |
| Air Transport | 14,574 |
| Travel Guides | |
| Supporting and Auxiliary Transport Activities; Activities of Travel Agencies | 8,323 |

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.)

| Industries/Occupations | Average Monthly Wage Rates |
|---|-----------------------------------|
| AVERAGE OF SELECTED OCCUPATIONS | 10,911^a |
| Trade Skills | 8,251 |
| Manufacture of Food Products and Beverages | |
| Food Processing and Related Trades Workers | 8,997 |
| Manufacture of Textiles | |
| Fiber Preparers | 8,545 |
| Weavers, Knitters & Related Workers | 7,768 |
| Manufacture of Wearing Apparel | |
| Tailors, Dressmakers and Hatters | 7,507 |
| Textile, Leather and Related Pattern Makers and Cutters | 8,530 |
| Sewers, Embroiderers and Related Workers | 7,521 |
| Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear | |
| Shoemakers and Related Workers | 7,253 |
| Manufacture of Wood, Wood Products and Cork except Furniture | |
| Wood Treaters | 8,084 |
| Woodworking-Machine Setters and Setter-Operators | 8,061 |
| Publishing and Printing | |
| 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 |
| Manufacture of Other Non-Metallic Mineral Products | |
| Potters, Glass-Makers and Related Trades | 9,188 |
| Manufacture of Basic Metals | |
| Metal Molders and Core Makers | 7,964 |
| Sheet-Metal Workers | 8,231 |
| Manufacture of Fabricated Metal Products, Except Machinery and Equipment | |
| 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 |

a 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.)

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

| Industries/Occupations | Average Monthly Wage Rates |
|--|-----------------------------------|
| Trade Skills (cont'd.) | |
| Sale, Maintenance & Repair of Motor Vehicles and Motorcycles Motor Vehicle Mechanics and Related Trades Workers | 9,341 |
| Other Land Transport Motor Vehicle Mechanics and Related Trades Workers | 8,586 |
| Bus Line Operation Motor Vehicle Mechanics and Related Trades Workers | 7,690 |
| Water Transport Marine Crafts Mechanics | 10,352 |
| Air Transport Aircraft Engine Mechanics and Fitters | 17,118 |
| Post & Telecommunications except National Postal Activities Telecommunication Equipment Installers and Repairers | 13,270 |
| Machine Operators and Assemblers | 9,172 |
| Manufacture of Food Products and Beverages Food and Related Products Machine Operators | 10,684 |
| Manufacture of Textiles Fiber Preparing, Spinning and Winding Machine Operators | 8,186 |
| Weaving & Knitting Machine Operators | 8,009 |
| Bleaching, Dyeing and Cleaning Machine Operators | 7,850 |
| Manufacture of Wearing Apparel Sewing Machine Operators | 7,518 |
| Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear Leather Preparing Machine Operators | 7,599 |
| Shoemaking and Related Machine Operators | 7,186 |
| Manufacture of Wood, Wood Products and Cork except Furniture 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 |
|---|----------------------------|
| Machine Operators and Assemblers (cont'd.) | |
| Manufacture of Paper & Paper Products | |
| Paper Pulp Plant Operators | 8,157 |
| Papermaking Plant Operators | 7,794 |
| Paperboard and Related Products Assemblers | 7,749 |
| Manufacture of Coke, Refined Petroleum & Other Fuel Products | |
| Chemical-Filtering & Separating Equipment Operators | 8,347 |
| Manufacture of Chemicals & Chemical Products | |
| 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 |
| Manufacture of Rubber Products | |
| Rubber Products Machine Operators | 8,687 |
| Manufacture of Plastic Products | |
| Plastic Products Machine Operators | 7,715 |
| Manufacture of Other Non-Metallic Mineral Products | |
| Glass, Ceramics and Related Plant Operators | 9,025 |
| Cement and Other Mineral Products Machine Operators | 7,490 |
| Manufacture of Basic Metals | |
| 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 |
| Manufacture of Fabricated Metal Products | |
| Machine Tool Operators | 7,848 |
| Manufacture of Machinery & Equipment | |
| Mechanical Machinery Assemblers | 8,545 |
| Manufacture of Electrical Machinery & Apparatus | |
| 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.)

| Industries/Occupations | Average Monthly Wage Rates |
|--|----------------------------|
| Machine Operators and Assemblers (cont'd.) | |
| Manufacture of Radio, TV & Communication Equipment Electronic Equipment Assemblers | 9,261 |
| Manufacture of Motor Vehicles, Trailers and Semi-Trailers Mechanical Machinery Assemblers | 9,896 |
| Manufacture & Repair of Furniture Wood Products Machine Operators | 7,667 |
| Electricity, Gas, Steam and Hot Water Supply Power-Production Plant Operators | 14,523 |
| Collection, Purification & Distribution of Water Water-Treatment and Related Plant Operators | 20,161 |
| Other Land Transport Heavy Truck and Lorry Drivers | 10,182 |
| Bus Line Operation Bus Drivers | 8,053 |
| Water Transport Ships' Deck Crews and Related Workers | 9,157 |
| Supporting & Auxiliary Transport Activities 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) |
| Total | 10,955 | 7,751 |
| 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 Computer and Related Activities | 9,631 | 7,701 |
| Research and Development | 13,217 | 7,428 |
| Accounting, Bookkeeping and Auditing Activities; Tax Consultancy | 12,590 | 7,538 |
| Architectural and Engineering Activities and Related Technical Consultancy | 14,869 | 7,100 |
| Other Miscellaneous Business Activities | 11,273 | 6,671 |
| | 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.