

## WAGE RATES IN INDUSTRIES

### ... in Private Education Services

(17th of a Series)

This issue of the LABSTAT Updates is the 17th in the series of statistical releases on the results of the 2004 Occupational Wages Survey (OWS) conducted last year in coordination with the DOLE Regional Offices. The OWS is a nationwide survey covering 6,827 non-agricultural establishments employing 50 or more workers. It aims to provide statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

This issue focuses on the wage rates of ten selected occupations and the basic pay and allowance of time-rate workers on full-time basis in private education services. There are 168 occupations in 43 industries covered by the OWS.

In June 2004, the average monthly wage rates of the ten representative occupations in the industry ranged from ₱ 7,347 to ₱ 19,524. The median monthly basic pay was ₱ 12,043 while the median monthly allowance (of those workers given allowances) was ₱ 1,050.

### Wage rates of private teaching professionals higher than all-occupations average



The average wage rate of covered occupations in non-agricultural industries employing 50 or more workers was estimated at ₱ 10,161 in June 2004.

professionals were the highest paid at ₱ 19,524 in private education services. Second highest rate was ₱ 15,434 for science and mathematics elementary education teaching professionals. The rest of the wage rates for the teaching professionals in private schools varied from ₱ 12,842 of pre-elementary education teaching professionals to ₱ 14,991 of general secondary education teaching professionals. (Table 1)

Expectedly, college, university and higher education teaching

### Basic pay and allowance in private education services also higher than the national averages

In June 2004, the median<sup>1</sup> monthly basic pay of time rate workers on full time basis in non-agricultural

establishments covered by the survey was ₱ 7,542.

In private education services, average monthly basic pay was P 12,043, higher by 59.7 percent than the national average.

On the other hand, the median<sup>1</sup> monthly allowance (for those given allowances) for the industry was P 1,050, which is 12.9 percent more than the P 930 national median.

### **Hiring rates, minimum requirements on education and experience ...**

For the first time in the 2004 round of the OWS, the survey inquired into the hiring rates, minimum educational requirement and minimum years of related experience needed for the various occupations covered by the survey. Some of the findings particularly on minimum hiring rates may be contentious as some rates are below the existing minimum wage rates.

This indicates that the inquiry on these variables of interest have to be improved to better capture the realities. Nevertheless, the survey results can, to some extent, shed light on some aspects of recruitment of employees, in particular, the range or the differentials between the maximum and minimum wage rates offered for various occupations.

The maximum hiring rates for teaching professionals in all

educational levels are high. These were P 68,860 for college, university and higher education teaching professionals and P 67,368 for elementary and secondary education teachers. For technical and vocational instructors/trainers, vocational education teaching professionals and pre-elementary education teaching professionals, the maximum hiring rates were P 34,874, P 19,771 and P 33,439, respectively. (Table 2)

The minimum educational requirement for the private education teaching professionals is the completion of at least a college education.

There is no experience requirement for the teaching professionals except for those in vocational education which requires a year of experience.

*1 Aside from occupational wage rates, the OWS inquires on the distribution of the time-rate workers on full-time basis along basic pay intervals per time unit of work (hourly, daily and monthly). The distribution of these workers who are given regular/guaranteed cash allowances are also inquired into. These wage distributions lead to the generation of the median monthly basic pay and the median monthly allowance. **Median refers to that amount where half of the workers in the distribution receive more while the other half receives less.***

---

For Inquiries:

Regarding this report contact LABOR STANDARDS STATISTICS DIVISION at 527-3489/527-9325

Regarding other statistics and technical services contact BLES Databank at 527-3577

Or write to BLES c/o Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila 1002

FAX 527-9325

E-mail: [lssd@manila-online.net](mailto:lssd@manila-online.net)

Website: <http://www.manila-online.net/bles>

[bleslssd@bles.dole.gov.ph](mailto:bleslssd@bles.dole.gov.ph)

<http://www.bles.dole.gov.ph>

---

**TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations in Private Education Services, Philippines: June 2004**

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

1994 PSIC/ 1992 PSOC	Occupation	Average Monthly Wage Rates (P)
<b>AVERAGE OF SELECTED OCUPATIONS</b>		<b>10,161<sup>a</sup></b>
<b>M81</b>	<b>Private Education Services</b>	
2310	College, University & Higher Education Teaching Professionals	19,524
2320	Technical and Vocational Instructors/Trainers	14,304
2331	General Secondary Education Teaching Professionals	14,991
2332	Science and Mathematics Teaching Professionals	14,626
2333	Vocational Education Teaching Professionals	13,219
2341	General Elementary Education Teaching Professional	14,486
2342	Science and Mathematics Elementary Education Teaching Professi	15,434
2351	Pre-Elementary Education Teaching Professionals	12,842
4121	Accounting and Bookkeeping Clerks	11,454
9400 <sup>b</sup>	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,347

*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 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 & gratuities; family allowances.*

*a The data refers to the average monthly wage rate across 168 occupations in 43 non-agricultural industries covered by the survey.*

*b BLES Code (no 1992 PSOC).*

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

**TABLE 2 - Hiring/Entry Wage Rates, Minimum Educational Requirement and Minimum Years of Related Experience, of Time-Rate Workers on Full-Time Basis in Selected Occupations in Private Education Services, Philippines: June 2004**

*(Non-agricultural establishments employing 50 and over.)*

Occupation	Hiring/Entry Wage Rate <sup>1</sup> (P)		Minimum Educational Requirement		Minimum Years of Related Experience	
	Minimum	Maximum	Level	Percent of Establishments <sup>2</sup>	Years	Percent of Establishments <sup>3</sup>
<b>Private Education Services</b>						
College, University & Higher Education Teaching Professionals	2,813	68,860	College graduate	79.0	None	38.0
Technical and Vocational Instructors/Trainers	3,000	34,874	College graduate	78.5	1 year	40.5
General Secondary Education Teaching Professionals	2,500	67,368	College graduate	94.9	None	43.9
Science and Mathematics Teaching Professionals	3,000	67,368	College graduate	92.0	None	42.9
Vocational Education Teaching Professionals	4,835	19,771	College graduate	91.3	1 year	43.0
General Elementary Education Teaching Professionals	3,000	67,368	College graduate	96.3	None	45.8
Science and Mathematics Elementary Education Teaching Professionals	4,000	67,368	College graduate	95.5	None	45.0
Pre-Elementary Education Teaching Professionals	3,000	33,439	College graduate	96.8	None	46.0
Accounting and Bookkeeping Clerks	3,130	21,499	College graduate	98.1	None	37.9
Unskilled Workers except Janitors, Messengers and Freight Handlers	2,500	15,499	High school graduate	65.1	None	62.7

<sup>1</sup> Defined as including basic pay and regular/guaranteed cash allowances.

<sup>2</sup> Refers to educational level which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

<sup>3</sup> Refers to years of related experience which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum years of related experience are "none, 1 year, 2 years, 3 years, 4 or more".

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