

WAGE RATES IN INDUSTRIES ... in Electricity, Gas and Water Supply (Fifth of a Series)

This issue of the LABSTAT Updates is the fifth 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 selected occupations and the basic pay and allowance of time-rate workers on full-time basis in electricity, gas and water supply. There are 168 occupations in 43 selected industries covered by the OWS. Fifteen occupations were selected to represent electricity, gas and water supply across its two minor divisions of electricity, gas, steam and hot water supply; and collection, purification and distribution of water.

In June 2004, the average monthly wage rates of the 15 representative occupations in the industry ranged from ₱ 6,452 to ₱ 20,344. The median monthly basic pay was ₱ 13,612 while the median monthly allowance (of those workers given allowances) was ₱ 1,193.



Electrical engineers highest paid; plumbers, pipe fitters and other related workers least paid among skilled workers



There are two professional occupations covered in electricity, gas and water supply: electrical engineers in electricity, gas, steam and hot water supply sub-industry who were paid an average monthly wage rate of ₱ 20,344 and civil engineers in the collection, purification and distribution of water who received less at ₱ 17,606. (Table 1)

Among production supervisors and general foremen, those in the minor industry electricity, gas, steam and hot water supply were paid ₱ 20,322, higher than the ₱ 18,388 received by similar workers in the

collection, purification and distribution of water.

Electrical engineering technicians (₱ 18,813) in electricity, gas, steam and hot water supply were the highest paid among the three technicians and associate professional occupations in the major industry group. Civil engineering technicians and quality inspectors in collection, purification and distribution of water were paid ₱ 12,377 and ₱ 17,517, respectively.

Debt collectors and related workers in electricity, gas, steam and hot water supply had a slightly higher

wage rate at ₱ 12,016 compared to the ₱ 11,939 received by workers in the same occupation in collection, purification and distribution of water.

However, customer service representatives/associates (in call centers) in the water sub-industry were paid more at ₱ 13,606 relative to the ₱ 11,998 of their counterparts in the other sub-industry.

Of the three monitored trade occupations in the major industry group, plumbers, pipe fitters and other related workers in collection, purification and distribution of water had the lowest average wage rate at ₱ 9,010. In contrast, electrical mechanics and fitters in electricity, gas, steam and hot water supply were highly paid at ₱ 17,480. Linemen, line installers and cable splicers, also of the same minor industry, followed at ₱ 11,809.

The average monthly wage rate of water treatment and related plant

operators was ₱ 12,471. This was lower than the wage rate of power-production plant operators in electricity, gas, steam and hot water supply posted at ₱ 16,221.

Accounting and bookkeeping clerks in electricity, gas, steam and hot water supply received an average wage rate of ₱ 15,892 while that of their counterparts in collection, purification and distribution of water was ₱ 12,350. Likewise, the wage rate of unskilled workers except janitors, messengers and freight handlers in this minor industry was lower at ₱ 6,452 compared to the ₱ 9,019 received by unskilled workers in electricity, gas, steam and hot water supply.

Except for the wage rates of unskilled workers, and plumbers and pipe fitters and other related workers, the wage rates of all occupations monitored in electricity, gas and water supply were higher than the ₱ 10,161 average of the 168 occupations covered by the OWS.

Monthly basic pay and allowances higher than the all industry levels

Nationwide, the median¹ monthly basic pay of time rate workers on full-time basis in non-agricultural industries employing at least 50 workers was estimated at ₱ 7,542. The median¹ allowance (for those given allowances), on the other hand, was reported at ₱ 930.

In electricity, gas and water supply, the median monthly basic pay of these workers was ₱ 13,612, which

was 80.5 percent higher than the all industry median monthly basic pay. Similarly, the industry allowance at ₱ 1,193 was 28.3 percent more than the all industry median allowance.

Across minor industries, workers in establishments engaged in electricity, gas, steam and hot water supply had basic pay averaging ₱ 14,837. This was higher by 45.1

*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.***

percent than the basic pay of their counterparts in the collection, purification and distribution of water recorded at P 10,227.

Conversely, median monthly allowance of this sub-industry at P 2,058 was bigger than the P 1,180 of electricity, gas, steam and hot water supply.

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.

In the industry division of electricity, gas, steam and hot water supply, the minimum entry rates ranged from P 3,078 to P 4,304. Considering the relatively high wage rates paid by this industry, the minimum entry rates were quite low.

On the other hand, the maximum entry rates were high, from P 13,798 for unskilled workers to P 42,856 for production supervisors and general foremen; and electrical engineers. (*Table 2*)

In the collection, purification and distribution of water sub-industry, the minimum entry rate was even lower at P 2,856 (unskilled workers). Maximum hiring rates ranged from P 9,000 (unskilled workers) to P 28,075 (civil engineers).

A college degree is preferred for most of the occupations in the major industry group. The completion of trade schooling (electrical mechanic and fitters; and linemen, line installers and cable splicers) is needed in electricity, gas, steam and hot water supply. The other occupations in the major industry group require a high school diploma.

Two years of related experience is desirable for production supervisors and general foremen; electrical engineers; and accounting and bookkeeping clerks in electricity, gas, steam and hot water supply. Except for unskilled workers, which did not require any experience, the rest of the occupations in the sub-industry require at least a year of experience.

In the sub-industry collection, purification and distribution of water, only customer service representatives/ associates (in call centers) has the highest requirement of two years. The rest of the occupations require a year or none at all.

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TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations in Electricity, Gas and Water Supply, 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	Industry and Occupation	Average Monthly Wage Rates (P)
	AVERAGE OF SELECTED OCCUPATIONS	10,161^a
E40	ELECTRICITY, GAS, STEAM AND HOT WATER SUPPLY	
1430	Production Supervisors and General Foremen	20,322
2152	Electrical Engineers	20,344
3113	Electrical Engineering Technicians	18,813
4121	Accounting and Bookkeeping Clerks	15,892
4215	Debt Collectors and Related Workers	12,016
4225 ^b	Customer Service Representatives/Associates (in call centers)	11,998
7242	Electrical Mechanics and Fitters	17,480
7246	Lineman, Line Installers and Cable Splicers	11,809
8161	Power-Production Plant Operators	16,221
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,019
E41	COLLECTION, PURIFICATION AND DISTRIBUTION OF WATER	
1430	Production Supervisors and General Foremen	18,388
2151	Civil Engineers	17,606
3112	Civil Engineering Technicians	12,377
3152	Quality Inspectors	17,517
4121	Accounting and Bookkeeping Clerks	12,350
4215	Debt Collectors and Related Workers	11,939
4225 ^b	Customer Service Representatives/Associates (in call centers)	13,606
7136	Plumbers, Pipe Fitters and Other Related Workers	9,010
8163	Water-Treatment and Related Plant Operators	12,471
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,452

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 and 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 Electricity, Gas and Water Supply, Philippines: June 2004

(Non-agricultural establishments employing 50 and over.)

Industry/Occupation	Hiring/Entry Wage Rate ¹ (P)		Minimum Educational Requirement		Minimum Years of Related Experience	
	Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
Electricity, Gas, Steam and Hot Water Supply						
Production Supervisors & General Foremen	3,339	42,856	College graduate	86.0	2 years	31.4
Electrical Engineers	3,339	42,856	College graduate	98.2	2 years	26.0
Electrical Engineering Technicians	3,339	28,533	College graduate	66.8	None	33.5
Accounting and Bookkeeping Clerks	3,900	32,020	College graduate	96.7	2 years	32.7
Debt Collectors and Related Workers	3,900	28,409	College graduate	66.1	1 year	39.3
Customer Service Representatives/Associates (in call centers)	4,304	17,710	College graduate	87.2	1 year	36.9
Electrical Mechanics and Fitters	3,078	33,466	Trade school graduate	61.9	1 year	38.1
Lineman, Line Installers and Cable Splicers	3,078	29,092	Trade school graduate	48.1	1 year	36.3
Power-Production Plant Operators	3,078	24,698	College graduate	49.6	1 year	37.1
Unskilled Workers except Janitors, Messengers and Freight Handlers	3,078	13,798	High school graduate	47.5	None	49.4

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

2 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".

3 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".

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 Electricity, Gas and Water Supply, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

Industry/Occupation	Hiring/Entry Wage Rate ¹ (P)		Minimum Educational Requirement		Minimum Years of Related Experience	
	Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
Collection, Purification and Distribution of Water						
Production Supervisors & General Foremen	5,082	22,000	College graduate	81.8	1 year	27.8
Civil Engineers	5,082	28,075	College graduate	96.5	1 year	34.9
Civil Engineering Technicians	5,217	11,351	College graduate	52.4	None	50.0
Quality Inspectors	7,269	17,758	College graduate	93.7	1 year	33.0
Accounting and Bookkeeping Clerks	4,500	13,667	College graduate	82.5	1 year	40.0
Debt Collectors and Related Workers	3,590	14,233	College graduate	77.3	1 year	49.3
Customer Service Representatives/Associates (in call centers)	3,912	18,451	College graduate	58.8	2 years	41.2
Plumbers, Pipe Fitters and Other Related Workers	3,240	12,851	High school graduate	41.0	None	48.1
Water-Treatment and Related Plant Operators	2,874	12,851	High school graduate	43.0	1 year	48.9
Unskilled Workers except Janitors, Messengers and Freight Handlers	2,856	9,000	High school graduate	60.4	None	61.9

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

2 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".

3 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.