

WAGE RATES IN INDUSTRIES ... in Transport, Storage and Communication (14th of a Series)

This issue of the LABSTAT Updates is the 14th 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 transport, storage and communication. There are 168 occupations in 43 selected industries covered by the OWS. Thirty one occupations were chosen to represent transport, storage and communication across six sub-industries: bus line operation; land transport, except bus line operation and transport via pipelines; water transport; air transport; supporting and auxiliary transport activities and activities of travel agencies; and postal and telecommunications services except national postal activities.

In June 2004, the average monthly wage rates of the 31 representative occupations in the industry ranged from ₱ 5,790 to ₱ 98,575. The median monthly basic pay was ₱ 10,383 while the median monthly allowance (of those workers given allowances) was ₱ 1,135.

Aircraft pilots, navigators and flight engineers highest paid workers in transport, storage and communication



The average monthly wage rate across all occupations covered by the OWS was estimated at ₱ 10,161 in June 2004.

Among the selected occupations, aircraft pilots, navigators and flight engineers in air transport enjoyed the highest wage rate at ₱ 98,575. Least paid were travel guides in supporting and auxiliary transport activities; activities of travel agencies and unskilled workers except janitors, messengers and freight handlers in bus line operation

estimated at ₱ 5,790 and ₱ 5,970, respectively. (Table 1)

Communications service supervisors, with an average wage rate of ₱ 27,683 in postal and telecommunications services except national postal activities were the highest paid among service supervisors. A close second were those in water transport at ₱ 27,496. On the other hand, road transport service supervisors in bus line operation had the lowest wage rate at ₱ 9,446.

Relative to clerical workers, accounting and bookkeeping clerks in postal and telecommunications services except national postal activities were given the highest wage rate at P 20,780. In contrast, telefax/teleprinters/telex clerks in the same sub-industry were paid P 7,041.

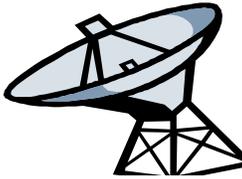
Travel attendants and travel stewards in air transport were the highest paid among the selected service occupations at P 12,530. Travel guides in supporting and auxiliary transport activities; activities of travel agencies were paid the lowest at P 5,790.

At P 14,765, aircraft engine mechanics and fitters in air transport had the highest wage rate among the

selected trades occupations in transport, storage and communication. The lowest wage rate was P 6,470 for motor vehicle mechanics and related trades workers in land transport, except bus line operation; transport via pipelines.

The highest wage rate among motor vehicle drivers went to heavy truck and lorry drivers in supporting and auxiliary transport activities; activities of travel agencies at P 10,155. Their counterparts in land transport, except bus line operation had a lower wage rate at P 7,429.

Wage rates of unskilled workers in the sub-industries of transport, storage and communication ranged from P 5,970 to P 8,497.



Basic pay in transport, storage and communication higher than national average

Nationwide, the median¹ monthly basic pay of time-rate workers on full-time basis in non-agricultural industries employing at least 50 workers was P 7,542 while median monthly cash allowance was P 930.

Time-rate workers in transport, storage and communications had an average wage rate of P 10,383 which was higher by 37.7 percent than the

national median. Cash allowance at P 1,135 was also higher by 22.0 percent. (Table 2)

Across sub-industries, basic pay varied from P 6,924 in land transport and transport via pipelines to P 17,488 in air transport. Average monthly cash allowance likewise ranged from P 915 in water transport to P 1,309 in air transport.

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.**

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 minimum hiring wage rates for the selected occupations in bus line operation ranged from ₱ 3,000 to ₱ 5,500. Maximum entry rates, on the other hand, varied from ₱ 7,303 for unskilled workers to ₱ 15,738 for bus drivers. (Table 3)

A college diploma is the minimum educational requirement for road transport service supervisors and accounting and bookkeeping clerks in bus line operation. A trade school completion is necessary for employment as motor vehicle mechanics and related trades workers. The rest of the selected occupations in the sub-industry require a high school diploma.

Road transport service supervisors and bus drivers must have at least 4 years of related experience while motor vehicle mechanics and related workers need two years. The

other occupations have no experience requirement.

For land transport other than bus line operation, the minimum hiring wage rates ranged from ₱ 2,713 to ₱ 4,000. In contrast, the maximum hiring rates for the selected occupations in the sub-industry varied from ₱ 7,955 to ₱ 16,841.

As in bus line operation, a college degree is required for employment as road transport supervisors or accounting and bookkeeping clerks in land transport other than bus line operation. A high school degree suffices for the rest of the selected occupations except for a college diploma for transport clerks.

Most of the occupations in the sub-industry require one year experience except for road transport service supervisors that require two years.

In the water transport sub-industry, the lowest minimum hiring rate was ₱ 2,900 for ships deck crews and related workers. The highest maximum rate was ₱ 50,000 for ships engineers and ships deck officers and pilots.

Except for unskilled workers where a high school diploma is sufficient, all the selected occupations in water transport require a college diploma for employment.

Experience requirement varies from one to two years for the selected occupations in the sub-industry. However, travel attendants and travel stewards and marine craft mechanics do not require any experience.

In air transport, the lowest minimum entry wage rate was ₱ 3,912 for unskilled workers; highest maximum rate was ₱ 55,507 for aircraft pilots, navigators and flight engineers.

All the selected occupations in the sub-industry require a college diploma for employment except for unskilled workers (high school education).

Air transport service supervisors; aircraft pilots, navigators and flight engineers; and aircraft engine mechanics and fitters must have two years of experience for employment. The rest of the occupations in the sub-industry have no experience requirement.

For supporting and auxiliary transport activities and activities of travel agencies, the lowest minimum hiring rate among the selected occupations was ₱ 2,713; it was ₱ 16,500 for the highest maximum hiring rate.

A high school diploma suffices for employment in the sub-industry for travel guides; heavy truck and lorry drivers; freight handlers; and unskilled workers. A college degree is required for the rest of the occupations.

To work as travel consultants and organizers, two years of related experience is preferred. Travel agency clerks and related workers and unskilled workers do not need experience to be employed in the sub-industry while the rest of the occupations require a year of experience.

The minimum hiring wage rates for covered occupations in postal and telecommunications services except national postal activities ranged from ₱ 2,400 to ₱ 5,477. On the other hand, the maximum hiring rates for the same occupations varied from ₱ 7,000 for unskilled workers to ₱ 65,000 for communications service supervisors.

All the selected occupations require a college diploma except for telecommunications equipment installers and repairers (trade school graduate), messengers and deliverers; and unskilled workers (high school graduate).

A two-year experience is required for employment as communications service supervisors. Those for other occupations in the sub-industry varied from none to one year.

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**TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis
in Selected Occupations in Transport, Storage and Communication,
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 |
| I6011 | Bus Line Operation | |
| 1421 | Road Transport Service Supervisors | 9,446 |
| 4121 | Accounting and Bookkeeping Clerks | 7,986 |
| 4133 | Transport Clerks | 7,595 |
| 5112 | Bus Conductors | 8,570 |
| 5114 ^b | Bus Inspectors | 7,386 |
| 7231 | Motor Vehicle Mechanics and Related Trades Workers | 7,303 |
| 8323 | Bus Drivers | 8,802 |
| 9400 ^b | Unskilled Workers except Janitors, Messengers and Freight Handlers | 5,970 |
| I60 excl. | Land Transport, except Bus Line Operation; | |
| I6011 | Transport via Pipelines | |
| 1421 | Road Transport Service Supervisors | 13,376 |
| 4121 | Accounting and Bookkeeping Clerks | 8,784 |
| 4133 | Transport Clerks | 7,847 |
| 7231 | Motor Vehicle Mechanics and Related Trades Workers | 6,470 |
| 8324 | Heavy Truck and Lorry Drivers | 7,429 |
| 9333 | Freight Handlers | 6,889 |
| 9400 ^b | Unskilled Workers except Janitors, Messengers and Freight Handlers | 6,516 |
| I61 | Water Transport | |
| 1423 | Maritime Transport Service Supervisors | 27,496 |
| 3141 | Ships' Engineers | 17,454 |
| 3142 | Ships' Deck Officers and Pilots | 17,027 |
| 4121 | Accounting and Bookkeeping Clerks | 8,733 |
| 4133 | Transport Clerks | 9,196 |
| 5111 | Travel Attendants and Travel Stewards | 7,445 |
| 7233 | Marine Craft Mechanics | 8,199 |
| 8340 | Ships' Deck Crews and Related Workers | 9,664 |
| 9400 ^b | Unskilled Workers except Janitors, Messengers and Freight Handlers | 7,764 |
| I62 | Air Transport | |
| 1422 | Air Transport Service Supervisors | 22,354 |
| 3143 | Aircraft Pilots, Navigators and Flight Engineers | 98,575 |
| 4121 | Accounting and Bookkeeping Clerks | 14,940 |
| 4133 | Transport Clerks | 16,271 |
| 5111 | Travel Attendants and Travel Stewards | 12,530 |
| 7232 | Aircraft Engine Mechanics and Fitters | 14,765 |
| 9400 ^b | Unskilled Workers except Janitors, Messengers and Freight Handlers | 8,497 |

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).

**TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis
in Selected Occupations in Transport, Storage and Communication,
Philippines: June 2004 (Cont'd.)**

(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) |
|----------------------------|---|-----------------------------------|
| I63 | Supporting and Auxiliary Transport Activities; Activities of Travel Agencies | |
| 3414 | Travel Consultants and Organizers | 11,713 |
| 3422 | Clearing and Forwarding Agents | 9,421 |
| 4121 | Accounting and Bookkeeping Clerks | 10,725 |
| 4221 | Travel Agency Clerks and Related Workers | 8,022 |
| 5113 | Travel Guides | 5,790 |
| 8324 | Heavy Truck and Lorry Drivers | 10,155 |
| 9333 | Freight Handlers | 9,437 |
| 9400 ^a | Unskilled Workers except Janitors, Messengers and Freight Handlers | 6,424 |
| I64 excl. I6411 | Postal and Telecommunications Services except National Postal Activities | |
| 1429 | Communications Service Supervisors | 27,683 |
| 2153 | Electronics and Telecommunications Engineers | 26,811 |
| 3114 | Electronics and Telecommunications Engineering Technicians | 13,433 |
| 4112 | Telefax/Teleprinters/Telex Clerks | 7,041 |
| 4121 | Accounting and Bookkeeping Clerks | 20,780 |
| 4223 | Telephone Switchboard Operators | 19,857 |
| 4225 ^a | Customer Service Representatives/Associates (in call centers) | 15,046 |
| 7245 | Telecommunication Equipment Installers and Repairers | 11,386 |
| 9151 | Messengers and Deliverers | 8,309 |
| 9400 ^a | Unskilled Workers except Janitors, Messengers and Freight Handlers | 6,289 |

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 - Median Monthly Basic Pay and Monthly Allowances of Time-Rate Workers on Full-Time Basis in Transport, Storage and Communication, Philippines: June 2004
(Non-agricultural establishments employing 50 and over. Median refers to that amount where half of the workers in the distribution receive more while the other half receives less.)

| 1994 PSIC | Industry | Median Monthly Basic Pay (P) | Median Monthly Allowances ¹ (P) |
|--------------------|---|------------------------------|--|
| | All Non-Agricultural Industries | 7,542 | 930 |
| I | Transport, Storage and Communication | 10,383 | 1,135 |
| I60 | Land transport, Transport Via Pipelines | 6,924 | 985 |
| I61 | Water Transport | 8,600 | 915 |
| I62 | Air Transport | 17,488 | 1,309 |
| I63 | Supporting and Auxiliary Transport Activities; Activities of Travel Agencies | 7,934 | 980 |
| I64 excl. I6411 | Postal and Telecommunications Services except National Postal Activities | 14,148 | 1,198 |

*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.
1 Refer only to those workers given regular/guaranteed cash allowances.*

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

TABLE 3 - 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 Transport, Storage and Communication, 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 |
| Bus Line Operation | | | | | | |
| Road Transport Service Supervisors | 5,500 | 12,000 | College graduate | 50.7 | 4 years | 24.9 |
| Accounting and Bookkeeping Clerks | 3,000 | 9,500 | College graduate | 94.9 | None | 45.7 |
| Transport Clerks | 4,747 | 10,800 | High school graduate | 53.8 | None | 32.6 |
| Bus Conductors | 3,912 | 13,738 | High school graduate | 93.8 | None | 77.7 |
| Bus Inspectors | 4,538 | 12,900 | High school graduate | 60.6 | None | 31.5 |
| Motor Vehicle Mechanics and Related Trades Workers | 3,912 | 13,042 | Trade school graduate | 58.0 | 2 years | 29.3 |
| Bus Drivers | 3,912 | 15,738 | High school graduate | 87.4 | 4 years | 30.4 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 3,652 | 7,303 | High school graduate | 72.3 | None | 100.0 |
| Land Transport, except Bus Line Operation; | | | | | | |
| Transport via Pipelines | | | | | | |
| Road Transport Service Supervisors | 3,652 | 16,841 | College graduate | 94.9 | 2 years | 37.0 |
| Accounting and Bookkeeping Clerks | 3,652 | 10,000 | College graduate | 97.0 | 1 year | 44.4 |
| Transport Clerks | 3,500 | 9,000 | College graduate | 63.1 | 1 year | 43.1 |
| Motor Vehicle Mechanics and Related Trades Workers | 2,713 | 10,939 | High school graduate | 44.1 | 1 year | 38.3 |
| Heavy Truck and Lorry Drivers | 3,652 | 11,294 | High school graduate | 79.7 | None | 27.0 |
| Freight Handlers | 4,000 | 11,294 | High school graduate | 46.4 | 1 year | 32.6 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 3,130 | 7,955 | High school graduate | 71.6 | None | 54.8 |

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 3 - 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 Transport, Storage and Communication, 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 |
| Water Transport | | | | | | |
| Maritime Transport Service Supervisors | 7,303 | 45,000 | College graduate | 84.4 | 2 years | 28.6 |
| Ship's Engineers | 4,370 | 50,000 | College graduate | 83.3 | 1 year | 29.9 |
| Ships' Deck Officers and Pilots | 4,370 | 50,000 | College graduate | 91.1 | 2 years | 25.3 |
| Accounting and Bookkeeping Clerks | 4,410 | 15,000 | College graduate | 100.0 | 1 year | 37.3 |
| Transport Clerks | 4,370 | 9,450 | College graduate | 74.7 | 2 years | 35.4 |
| Travel Attendants and Travel Stewards | 4,370 | 15,650 | College graduate | 78.6 | None | 46.4 |
| Marine Crafts Mechanics | 4,017 | 14,500 | College graduate | 57.1 | None | 33.3 |
| Ships Deck Crews and Related Workers | 2,900 | 14,866 | College graduate | 67.7 | 1 year | 50.3 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 4,000 | 8,000 | High school graduate | 54.6 | None | 72.7 |
| Air Transport | | | | | | |
| Air Transport Service Supervisors | 8,500 | 20,000 | College graduate | 100.0 | 2 years | 60.0 |
| Aircraft Pilots, Navigators and Flight Engineers | 19,000 | 55,507 | College graduate | 80.0 | 2 years | 40.0 |
| Accounting and Bookkeeping Clerks | 7,327 | 8,518 | College graduate | 100.0 | None | 60.0 |
| Transport Clerks | 7,250 | 11,500 | College graduate | 100.0 | None | 66.7 |
| Travel Attendants and Travel Stewards | 7,327 | 17,000 | College graduate | 75.0 | None | 75.0 |
| Aircraft Engine Mechanics and Fitters | 7,327 | 9,500 | College graduate | 100.0 | 2 years | 50.0 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 3,912 | 7,990 | High school graduate | 100.0 | None | 100.0 |

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 3 - 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 Transport, Storage and Communication, 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 |
| Supporting and Auxiliary Transport Activities | | | | | | |
| Travel Consultants and Organizers | 4,695 | 16,500 | College graduate | 100.0 | 2 years | 35.5 |
| Clearing and Forwarding Agents | 4,825 | 10,000 | College graduate | 81.2 | 1 year | 61.4 |
| Accounting and Bookkeeping Clerks | 3,300 | 13,872 | College graduate | 97.4 | 1 year | 42.1 |
| Travel Agency Clerks and Related Workers | 4,500 | 10,000 | College graduate | 100.0 | None | 53.9 |
| Travel Guides | 4,695 | 4,695 | High school graduate | 100.0 | 1 year | 100.0 |
| Heavy Truck and Lorry Drivers | 2,713 | 13,000 | High school graduate | 58.0 | 1 year | 36.9 |
| Freight Handlers | 3,275 | 11,900 | High school graduate | 61.1 | 1 year | 46.6 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 3,679 | 13,812 | High school graduate | 59.9 | None | 77.6 |
| Postal and Telecommunications Services except National Postal Activities | | | | | | |
| Communications Service Supervisors | 5,477 | 65,000 | College graduate | 91.2 | 2 years | 34.9 |
| Electronics and Telecommunications Engineers | 4,500 | 40,000 | College graduate | 97.4 | 1 year | 46.2 |
| Electronics and Telecommunications Engineering Technicians | 4,242 | 25,000 | College graduate | 70.2 | 1 year | 56.4 |
| Telefax/Teleprinters/Telex Clerks | 4,500 | 9,000 | College graduate | 100.0 | None | 52.0 |
| Accounting and Bookkeeping Clerks | 4,242 | 20,000 | College graduate | 95.4 | 1 year | 38.8 |
| Telephone Switchboard Operators | 4,500 | 15,000 | College graduate | 66.5 | None | 58.9 |
| Customer Service Representatives/Associates (in call centers) | 4,300 | 15,742 | College graduate | 100.0 | None | 56.1 |
| Telecommunication Equipment Installers and Repairers | 2,400 | 21,000 | Trade school graduate | 40.7 | 1 year | 37.1 |
| Messengers and Deliverers | 3,000 | 8,304 | High school graduate | 51.6 | None | 60.2 |
| Unskilled Workers except Janitors, Messengers and Freight Handlers | 3,913 | 7,000 | High school graduate | 27.0 | None | 74.6 |

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.