



Republic of the Philippines  
**BUREAU OF LABOR AND EMPLOYMENT STATISTICS**  
DEPARTMENT OF LABOR AND EMPLOYMENT



# 2004 OCCUPATIONAL WAGES SURVEY

In correspondence, please quote this reference number.

### Assistance Available

If you have problems completing this form or in meeting the due date, please contact:

**Metro Manila**

Bureau of Labor and Employment Statistics  
3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila 1002  
Tel. No. 527-3489    Telefax 527-9325  
E-mail lssd@manila-online.net  
bleslssd@bles.dole.gov.ph

**Outside Metro Manila**

Tel. Nos.  
Fax No.  
E-mail

Download this questionnaire at: <http://www.manila-online.net/bles/download/2004OWS.pdf>  
or <http://www.bles.dole.gov.ph/download/2004OWS.pdf>

### To be accomplished by Enumerator (except GEOCODE)

**1. Changes in the address label should be written below:**

Trade Name of Establishment \_\_\_\_\_

Floor/Bldg./No./Street/Subdivision \_\_\_\_\_

Barangay/City/Municipality \_\_\_\_\_

Zip Code/Province \_\_\_\_\_ **GEOCODE:** \_\_\_\_\_

**2. If questionnaire is endorsed to head office, particulars should be written below:**

Trade Name of Establishment \_\_\_\_\_

Contact Person \_\_\_\_\_ **TEL. NO.** \_\_\_\_\_

Position of Contact Person \_\_\_\_\_

Floor/Bldg./No./Street/Subdivision \_\_\_\_\_

Barangay/City/Municipality \_\_\_\_\_ **GEOCODE:** \_\_\_\_\_

Zip Code/Province \_\_\_\_\_

### Status Code

For Field Personnel			For BLES Personnel			
RET1	RFV	RET2	RET1	RFV	RET2	CON
REF	STR	TCL	REF	STR	TCL	
CBL	PCL		CBL	PCL	OSE	
DUP OF EIN _____	OSP WITH PSIC _____		DUP OF EIN _____	OSP WITH PSIC _____		
OTH (specify) _____			OTH (specify) _____			

## PLEASE READ BEFORE ACCOMPLISHING THE QUESTIONNAIRE

### Survey Objective and Uses of the Data

Your establishment has been selected to participate in the 2004 Occupational Wages Survey (OWS). The main objective of this survey is to generate statistics for **wage and salary administration and wage determination in collective bargaining negotiations**. These statistics can also be used as basis for investment decisions and determining global competitiveness of our industries and occupations.

The OWS monitors the wage rates of 168 occupations across 43 selected industries. In addition, basic pay and allowances in 58 industries are made available through the survey. The data category *average monthly occupational wage rate of selected occupations* is one of the variables listed by the Philippine government under the Special Data Dissemination Standard (SDDS) of the International Monetary Fund. The SDDS serves as reference to member countries in the dissemination of economic and financial data.

### Confidentiality

Your completed form remains **confidential** to the BLES and our field personnel and will be used for statistical purposes only and **not for taxation, regulation or investigation purposes**. All information from your establishment will be integrated with those of the rest of the respondents and will be disseminated only in summaries or statistical tables.

### Collection Authority

The information asked for is collected under authority of **Executive Order No. 126**, dated January 30, 1987, creating and mandating the Bureau of Labor and Employment Statistics, one of the major data producing agencies of the government, to conduct nationwide surveys on labor and employment. Also, **Executive Order No. 352**, dated July 1, 1996, designates the OWS as one of the statistical activities that will generate critical data for decision-making of the government and the private sector.

### Authorized Field Personnel

The **BLES** will supervise data gathering in Metro Manila. For the rest of the country, our Bureau has hired personnel under the supervision of the **DOLE Regional Offices** to undertake the field operations of the survey.

### Coverage

Your report should include data **only** for the establishment in the address box to avoid multiple reporting as your other branches may have also been selected to participate in our survey.

### Periodicity and Reference Period

The OWS is conducted every two (2) years. The reference of this survey round is the pay period that includes **June 30, 2004**.

### Due Date

Please complete this form and return it on the date agreed upon by your establishment and our designated data collector. However, we would highly appreciate if you can accomplish the questionnaire within **fifteen (15) days** from your receipt.

### Availability of Results

Some of the results of the 2002 OWS are found on pages 17-18 of this questionnaire that you can detach. More details can be furnished upon request or by visiting our website (<http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph>). Results of the 2004 OWS will be available by **June 2005**.

## PART A: GENERAL INFORMATION

Reference: Pay Period that includes June 30, 2004

1. What was the main economic activity of your establishment? Please specify your major products/goods or services in **order of importance**. 1994 PSIC Code: \_\_\_\_\_  
(Do not fill)

Main Economic Activity \_\_\_\_\_

Major Products/Goods or Services \_\_\_\_\_

**Establishment** - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g., mine, factory, store, bank, restaurant.

**For multi-unit enterprises with different outlets and subsidiaries** or whose activities are located at different locations, each branch, outlet or subsidiary is considered an establishment.

**For firms engaged in activities which may be physically dispersed** such as mining, construction, real estate development, transportation, communication, insurance, etc., the establishment is the **base** from which the personnel operate to carry out their activities or from which they are paid.

**Main economic activity** - activity that contributes the biggest or major portion of the gross income or revenues of the establishment, e.g. metallic ore mining, food manufacturing, retail trade, education.

**Major products/goods or services** - specific product/goods produced or service given by the establishment, e.g. gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.

2. How many did your establishment employ? \_\_\_\_\_

### Include

- working owners with or without regular pay
- salaried directors, managers and executives
- regular and non-regular workers, e.g. probationary, casual, contractual/project-based, seasonal, paid apprentices/learners
- persons on paid vacation, sick, maternity, paternity, service incentive leave and other paid leaves
- persons working away from the establishment but paid by and under its control, e.g. bus drivers
- workers on strike
- unpaid workers without regular pay who work for at least 1/3 of the working time normal to the establishment including apprentices without compensation or student on-the-job trainees

### Exclude

- silent or inactive partners
- members of the board of directors paid solely for attendance at meetings
- workers on indefinite leave
- laid off workers for six (6) months or more
- persons purely on commission and without employer control
- consultants
- persons on retainer basis
- contract out/agency hired workers
- homeworkers

3. Please provide the following information for your establishment. (check appropriate boxes)

a. Ownership       Wholly Filipino       With foreign equity       Wholly foreign

b. Multinational       Yes       No

c. Market       Domestic only       Export only       Both

d. With Union       Yes, go to item e       No, go to Part B

e. With CBA       Yes       No

**Multinational company** - a large firm whose head office is in one country and with branches/offices operating overseas.

**Union** - any registered group or association of employees that exists in whole or in part for the purpose of collective bargaining or dealing with the employer concerning terms and conditions of employment.

**Collective bargaining agreement (CBA)** - the negotiated contract between a legitimate labor organization and the employer concerning wages, hours of work and all other terms and conditions of employment in a bargaining unit including mandatory provisions for grievance and arbitration machinery.

**Part B** ➡

## PART B: EMPLOYMENT AND WAGE RATES OF TIME RATE WORKERS ON FULL-TIME BASIS

Reference: Pay Period that includes June 30, 2004

**1. Basic Pay:** Please provide the number of time-rate workers on full-time basis in your establishment, **regardless** of job or position, in the applicable time unit and basic pay range.

For standardization purposes, hourly and daily rates are the corresponding equivalent of the monthly pay. They were computed on the basis of 313 working days a year and 8 hours per day.

Hourly Rate		Daily Rate		Monthly Rate	
Basic Pay (₱)	Full-time Workers (Both Sexes)	Basic Pay (₱)	Full-time Workers (Both Sexes)	Basic Pay (₱)	Full-time Workers (Both Sexes)
(1)	(2)	(3)	(4)	(5)	(6)
Below 9.59		Below 76.66		Below 2,000	
9.59 - 14.37		76.66 - 114.99		2,000 - 2,999	
14.38 - 19.16		115.00 - 153.33		3,000 - 3,999	
19.17 - 23.95		153.34 - 191.67		4,000 - 4,999	
23.96 - 28.75		191.68 - 230.01		5,000 - 5,999	
28.76 - 33.54		230.02 - 268.35		6,000 - 6,999	
33.55 - 38.33		268.36 - 306.69		7,000 - 7,999	
38.34 - 43.12		306.70 - 345.02		8,000 - 8,999	
43.13 - 47.92		345.03 - 383.36		9,000 - 9,999	
47.93 - 52.71		383.37 - 421.70		10,000 - 10,999	
52.72 - 57.50		421.71 - 460.04		11,000 - 11,999	
57.51 - 62.29		460.05 - 498.38		12,000 - 12,999	
62.30 - 67.08		498.39 - 536.72		13,000 - 13,999	
67.09 - 71.87		536.73 - 575.06		14,000 - 14,999	
71.88 - 76.66		575.07 - 613.40		15,000 - 15,999	
76.67 - 81.45		613.41 - 651.74		16,000 - 16,999	
81.46 - 86.24		651.75 - 690.08		17,000 - 17,999	
86.25 - 91.03		690.09 - 728.42		18,000 - 18,999	
91.04 - 95.82		728.43 - 766.76		19,000 - 19,999	
95.83 and over		766.77 and over		20,000 and over	
<b>Sub-total</b>		<b>Sub-total</b>		<b>Sub-total</b>	
<b>TOTAL</b> (sum of cols. 2, 4 and 6)					

**Time unit** - basis of computing, determining or fixing the basic pay or allowance, i.e., hour, day or month. This is **different** from frequency of payment such as twice a month.

**Time-rate workers on full time basis** - those paid on the basis of a time unit and who work at jobs with hours of work equal to or more than those considered as normal or regular to the establishment.

**Wage rate** - refers to the sum of basic pay and regular/guaranteed cash allowances.

### Basic pay includes

- Pay for normal/regular working time before deductions for employees social security contributions (e.g. SSS/GSIS, PhilHealth, PAG-IBIG) and withholding taxes, etc.

### Basic pay excludes

- Overtime, night shift differential and other premium pay
- Commissions, tips and share of employees in service charges
- Payments in kind
- Allowances
- Bonuses and gratuities



## PART B: EMPLOYMENT AND WAGE RATES OF TIME RATE WORKERS ON FULL-TIME BASIS (cont'd.)

Reference: Pay Period that includes June 30, 2004

**2. Allowances:** Please provide the number of time-rate workers on full-time basis in your establishment receiving allowances, **regardless** of job or position, in the applicable time unit and allowance range. *The total number of these workers (sum of cols. 8, 10 and 12) should **not exceed** the total number of workers (sum of cols. 2, 4 and 6) reported in page 4.*

For standardization purposes, hourly and daily rates are the corresponding equivalent of the monthly allowances. They were computed on the basis of 313 working days a year and 8 hours per day.

Hourly Rate		Daily Rate		Monthly Rate	
Allowances (₱)	Full-time Workers (Both Sexes)	Allowances (₱)	Full-time Workers (Both Sexes)	Allowances (₱)	Full-time Workers (Both Sexes)
(7)	(8)	(9)	(10)	(11)	(12)
Below 1.20		Below 9.58		Below 250	
1.20 - 2.39		9.58 - 19.15		250 - 499	
2.40 - 3.59		19.16 - 28.73		500 - 749	
3.60 - 4.78		28.74 - 38.31		750 - 999	
4.79 - 5.98		38.32 - 47.90		1,000 - 1,249	
5.99 - 7.18		47.91 - 57.48		1,250 - 1,499	
7.19 - 8.38		57.49 - 67.07		1,500 - 1,749	
8.39 - 9.58		67.08 - 76.65		1,750 - 1,999	
9.59 - 10.78		76.66 - 86.24		2,000 - 2,249	
10.79 - 11.97		86.25 - 95.82		2,250 - 2,499	
11.98 - 13.17		95.83 - 105.41		2,500 - 2,749	
13.18 - 14.37		105.42 - 114.99		2,750 - 2,999	
14.38 - 15.57		115.00 - 124.57		3,000 - 3,249	
15.58 - 16.77		124.58 - 134.15		3,250 - 3,499	
16.78 - 17.97		134.16 - 143.73		3,500 - 3749	
17.98 - 19.17		143.74 - 153.31		3,750 - 3,999	
19.18 - 20.37		153.32 - 162.89		4,000 - 4,249	
20.38 - 21.57		162.90 - 172.47		4,250 - 4,499	
21.58 and over		172.48 and over		4,500 and over	
<b>Sub-total</b>		<b>Sub-total</b>		<b>Sub-total</b>	
<b>TOTAL</b> (sum of cols. 8, 10 and 12)					

**Allowances include**

- Cost of living allowances (COLA)
- Other guaranteed cash payments given monthly

**Allowances 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
- Payments in kind

# PART C: EMPLOYMENT AND WAGE RATES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN SELECTED OCCUPATIONS

Reference: Pay Period that includes June 30, 2004

The OWS monitors employment and wage data for at most eight (8) occupations in each of the industries listed in **Part F** of this questionnaire. For all establishments covered by the survey, similar data are asked for two (2) occupations considered as benchmark, *Accounting and Bookkeeping Clerks* and *Unskilled Workers except Janitors, Messengers and Freight Handlers*.

In case your establishment is engaged in any of the activities listed in Part F, you should have been provided an **occupational sheet** that describes the occupations (in accordance to the 1992 Philippines Standard Occupational Classification) for which data are being requested. Ask from our data collector the applicable occupational sheet if you were not provided this.

*For the enumerated occupations in the occupational sheet or for comparable jobs existing in your establishment, please provide the basic pay, allowances and corresponding number of time-rate workers on full-time basis. Use additional sheets following the format below if the space provisions in this section are inadequate for your needs.*

In response to the expressed needs of users of our wage data, we have added new features to the 2004 OWS. These pertain to the **entry or hiring basic pay and allowances** and the **minimum educational and years requirement** for the occupations being monitored by the OWS.

## Example on how to accomplish Part C of the questionnaire:

Do not fill  
1992 PSOC

**Occupation: Sewers, Embroiderers and Related Workers**

**1. Hiring/Entry Rate**

Wage Component	Time Unit (H, D, M)	Amount (P)
(1)	(2)	(3)
Basic Pay	D	250.00
Allowances	D	30.00

**2. Minimum Educational Requirement**

<input type="checkbox"/> Elementary graduate
<input checked="" type="checkbox"/> High School graduate
<input type="checkbox"/> Trade School graduate
<input type="checkbox"/> College graduate
<input type="checkbox"/> Others, specify _____
<b>Code (Do not fill)</b>

**3. Minimum Years of Related Experience**

<input type="checkbox"/> None
<input type="checkbox"/> 1 year
<input checked="" type="checkbox"/> 2 years
<input type="checkbox"/> 3 years
<input type="checkbox"/> 4 years or more, specify _____
<b>Code (Do not fill)</b>

## 4. Existing Wage Rates

4a. BASIC PAY			4b. ALLOWANCES		
Time Unit H - Hour D - Day M - Month (1)	Basic Pay per Worker (P) (2)	Full-time Workers (Both Sexes) (3)	Time Unit H - Hour D - Day M - Month (4)	Allowances per Worker (P) (5)	Full-time Workers (Both Sexes) (6)
D	250.00	1	D	30.00	1
D	300.00	1	M	500.00	1
M	7,650.00	2			
M	8,000.00	1			
<b>TOTAL (sum of col. 2)</b>		<b>5</b>	<b>TOTAL (sum of col. 5)</b>		<b>2</b>

**Note: Total of col.6 is not equal to total of col. 3 since not all workers are given allowances.**

**5. Time-rate workers on full-time basis**  
*(Currently employed as of reference period)*

<input style="width: 50px; height: 20px;" type="text" value="2"/>	+	<input style="width: 50px; height: 20px;" type="text" value="3"/>	=	<input style="width: 50px; height: 20px;" type="text" value="5"/>
Male		Female		Both Sexes

The above table shows that in the establishment, there are two workers with ₱250.00 and ₱ 300.00 daily basic pay. Two have monthly basic pay of ₱ 7,650 while one is reported with ₱ 8,000.00. On the other hand, of the five workers, one has a daily allowance of ₱ 30.00 and another has a monthly allowance of ₱ 500.00.



# PART C: EMPLOYMENT AND WAGE RATES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN SELECTED OCCUPATIONS (cont'd.)

Reference: Pay Period that includes June 30, 2004

**Occupation:** *Accounting and Bookkeeping Clerks* 1992 PSOC Do not fill  
4121

**Function:** Help with the accounting and bookkeeping records and computations, wages and production cost computations as well as cash payments.

**1. Hiring/Entry Rate**

Wage Component (1)	Time Unit (H, D, M) (2)	Amount (₱) (3)
Basic Pay		
Allowances		

**2. Minimum Educational Requirement**

Elementary graduate  
 High School graduate  
 Trade School graduate  
 College graduate  
 Others, specify \_\_\_\_\_  


---

**Code** (Do not fill)

**3. Minimum Years of Related Experience**

None  
 1 year  
 2 years  
 3 years  
 4 years or more, specify \_\_\_\_\_  


---

**Code** (Do not fill)

**4. Existing Wage Rates**

4a. BASIC PAY		
Time Unit H - Hour D - Day M - Month (1)	Basic Pay per Worker (₱) (2)	Full-time Workers (Both Sexes) (3)
<b>TOTAL</b> (sum of col. 3)		

4b. ALLOWANCES		
Time Unit H - Hour D - Day M - Month (4)	Allowances per Worker (₱) (5)	Full-time Workers (Both Sexes) (6)
<b>TOTAL</b> (sum of col. 6)		

**Basic pay includes** (See page 4 for exclusions)

- Pay for normal/regular working time before deductions for employees social security contributions (e.g. SSS/GSIS, PhilHealth, PAG-IBIG) and withholding taxes, etc.

**Allowances include** (See page 5 for exclusions)

- Cost of living allowances (COLA)
- Other guaranteed cash allowances given monthly

**5. Time-rate workers on full-time basis**  
(Currently employed as of reference period)

Male
+Female
=Both Sexes



# PART C: EMPLOYMENT AND WAGE RATES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN SELECTED OCCUPATIONS (cont'd.)

Reference: Pay Period that includes June 30, 2004

Do not fill

**Occupation:** *Unskilled Workers except Janitors, Messengers and Freight Handlers*

1992 PSOC

9400
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**Function:** Perform simple and routine manual tasks requiring mainly physical effort and little or no previous experience and are **not** performed by other workers in the establishment.

**1. Hiring/Entry Rate**

Wage Component (1)	Time Unit (H, D, M) (2)	Amount (₱) (3)
Basic Pay		
Allowances		

**2. Minimum Educational Requirement**

<input type="checkbox"/> Elementary graduate <input type="checkbox"/> High School graduate <input type="checkbox"/> Trade School graduate <input type="checkbox"/> College graduate <input type="checkbox"/> Others, specify _____  <b>Code (Do not fill)</b>
---

**3. Minimum Years of Related Experience**

<input type="checkbox"/> None <input type="checkbox"/> 1 year <input type="checkbox"/> 2 years <input type="checkbox"/> 3 years <input type="checkbox"/> 4 years or more, specify _____  <b>Code (Do not fill)</b>
--

**4. Existing Wage Rates**

4a. BASIC PAY		
Time Unit H - Hour D - Day M - Month (1)	Basic Pay per Worker (₱) (2)	Full-time Workers (Both Sexes) (3)
<b>TOTAL</b> (sum of col. 2)		

4b. ALLOWANCES		
Time Unit H - Hour D - Day M - Month (4)	Allowances per Worker (₱) (5)	Full-time Workers (Both Sexes) (6)
<b>TOTAL</b> (sum of col. 5)		

**Basic pay includes** (See page 4 for exclusions)

- Pay for normal/regular working time before deductions for employees social security contributions (e.g. SSS/GSIS, PhilHealth, PAG-IBIG) and withholding taxes, etc.

**Allowances include** (See page 5 for exclusions)

- Cost of living allowances (COLA)
- Other guaranteed cash allowances given monthly

**5. Time-rate workers on full-time basis**  
(Currently employed as of reference period)

	+		=	
Male		Female		Both Sexes

If you have been provided an occupational sheet or your establishment falls in any of the industries listed in Part F, please proceed to next page. Otherwise, go to Part D.















# PART C: EMPLOYMENT AND WAGE RATES OF TIME-RATE WORKERS ON FULL-TIME BASIS IN SELECTED OCCUPATIONS (cont'd.)

Reference: Pay Period that includes June 30, 2004

Occupation: \_\_\_\_\_

Do not fill  
1992 PSOC

**1. Hiring/Entry Rate**

Wage Component	Time Unit (H, D, M)	Amount (₱)
(1)	(2)	(3)
Basic Pay		
Allowances		

**2. Minimum Educational Requirement**

<input type="checkbox"/> Elementary graduate
<input type="checkbox"/> High School graduate
<input type="checkbox"/> Trade School graduate
<input type="checkbox"/> College graduate
<input type="checkbox"/> Others, specify _____
<b>Code (Do not fill)</b>

**3. Minimum Years of Related Experience**

<input type="checkbox"/> None
<input type="checkbox"/> 1 year
<input type="checkbox"/> 2 years
<input type="checkbox"/> 3 years
<input type="checkbox"/> 4 years or more, specify _____
<b>Code (Do not fill)</b>

**4. Existing Wage Rates**

4a. BASIC PAY		
Time Unit H - Hour D - Day M - Month (1)	Basic Pay per Worker (₱) (2)	Full-time Workers (Both Sexes) (3)
<b>TOTAL (sum of col. 3)</b>		

4b. ALLOWANCES		
Time Unit H - Hour D - Day M - Month (4)	Allowances per Worker (₱) (5)	Full-time Workers (Both Sexes) (6)
<b>TOTAL (sum of col. 6)</b>		

**Basic pay includes** (See page 4 for exclusions)

- Pay for normal/regular working time before deductions for employees social security contributions (e.g. SSS/GSIS, PhilHealth, PAG-IBIG) and withholding taxes, etc.

**Allowances include** (See page 5 for exclusions)

- Cost of living allowances (COLA)
- Other guaranteed cash allowances given monthly

**5. Time-rate workers on full-time basis** (Currently employed as of reference period)

<span style="border: 1px solid black; display: inline-block; width: 40px; height: 15px;"></span>	+	<span style="border: 1px solid black; display: inline-block; width: 40px; height: 15px;"></span>	=	<span style="border: 1px solid black; display: inline-block; width: 40px; height: 15px;"></span>
Male		Female		Both Sexes







Due to budgetary constraints, the 2002 OWS covered Metro Manila only.

More details are available upon request or visit our website at <http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph>

**TABLE 1 - Average Monthly Wage Rates of Selected Occupations  
in Metro Manila: June 2002**

(Non-agricultural establishments employing 50 and over.  
Wage rate is the sum of basic pay and guaranteed and regular cash allowances.)

Occupation	Average Monthly Rates (P)
<b>Average of Selected Occupations</b>	<b>10,911<sup>a</sup></b>
<b>Benchmark Occupations<sup>1</sup></b>	
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
<b>Emerging Occupations<sup>2</sup></b>	
Customer Service Representatives	12,841
Telemarketers	10,764
<b>Supervisory Workers<sup>2</sup></b>	
Production Supervisors and Foremen	13,242
Sales Supervisors	15,148
Transport and Communications Service Supervisors	19,324
<b>Professional Workers<sup>2</sup></b>	
Accountants and Auditors	17,113
Engineers	19,595
Doctors in Private Health and Social Work Industry	12,971
Professional Nurses in Private Health and Social Work Industry	9,869
Teaching Professionals in Private Education Services	18,255
Computer Programmers	23,146
<b>Technicians and Associate Professionals<sup>2</sup></b>	
Engineering Technicians	13,295
Ship's Deck Officers and Pilots	21,019
Aircraft Pilots, Navigators and Flight Engineers	72,070
Bookkeepers	10,213
Computer Equipment Operators in Computer and Related Industry	11,516
<b>Clerical Workers<sup>2</sup></b>	
Production Clerks	8,736
Stock Clerks	8,580
Travel Agency Clerks and Related Workers	10,457
Data Entry Operators	8,346
<b>Service Workers<sup>2</sup></b>	
Shop Salespersons and Demonstrators	8,379
Waiters, Waitresses and Bartenders	10,165
Bus Conductors	8,199
Travel Guides	8,323
<b>Trades and Related Workers<sup>3</sup></b>	
Food Processing and Related Trades Workers	8,997
Weavers, Knitters and Related Workers	7,768
Sewers, Embroiderers and Related Workers	7,521
Shoemakers and Related Workers	7,253
Woodworking-Machine Setters and Operators	8,061
Compositors, Typesetters and Related Workers	10,539
Potters, Glass-Makers and Related Trades Workers	9,188
Sheet Metal Workers	8,231
Machine Tool-Setters and Setter-Operators	8,484
Agricultural or Industrial Machinery Mechanic and Fitters	8,925

*a Refers to the average monthly wage rate across all selected occupations in all selected non-agricultural industries.*

*1 Refers to the average monthly wage rate across all selected non-agricultural industries.*

*2 Refers to the average monthly wage rate of the occupation across selected non-agricultural industries.*

*3 Refers to the average monthly wage rate of the occupation considered as key or representative of each of the selected non-agricultural industry.*

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

**TABLE 1 - Average Monthly Wage Rates of Selected Occupations  
in Metro Manila: June 2002 (cont'd)**

Occupation	Average Monthly Rates (P)
<b>Trades and Related Workers<sup>3</sup> (cont'd.)</b>	
Electronic Fitters	8,941
Marine Craft Mechanics	7,499
Upholsterers and Related Workers	7,289
Carpenters and Joiners	7,487
Aircraft Mechanics and Fitters	17,118
Telecommunication Equipment Installers and Repairers	13,270
<b>Plant and Machine Operators and Assemblers<sup>3</sup></b>	
Food and Related Products Machine Operators	10,684
Weaving and Knitting Machine Operators	8,009
Sewing Machine Operators	7,518
Chemical-Filtering and Separating Equipment Operators	8,347
Pharmaceutical and Toiletry Products Machine Operators	17,305
Rubber Products Machine Operator	8,687
Plastic Products Machine Operators	7,715
Machine Tool Operators	7,848
Electrical Equipment Assemblers	10,636
Electronic Equipment Assemblers	9,261
Power Production Plant Operators	14,523
Bus Drivers	8,053
Ships' Deck Crews and Related Workers	9,157

<sup>3</sup> Refers to the average monthly wage rate of the occupation considered as key or representative of each of the selected non-agricultural industry.

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

**TABLE 2 - Median Monthly Basic Pay and Allowance of Time-Rate Workers  
on Full-Time Basis by Major Industry Group, Metro Manila: June 2002**

(Non-agricultural establishments employing 50 and over.)

Median refers to that amount where half of the workers receive more while the other half receives less.)

Major Industry Group	Basic Pay <sup>1</sup> (P)	Allowances <sup>2</sup> (P)
<b>All Industries</b>	<b>8,178</b>	<b>906</b>
Mining and Quarrying	15,194	1,153
Manufacturing	7,705	859
Electricity, Gas and Water Supply	15,264	3,080
Construction	7,348	882
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	8,202	886
Hotels and Restaurants	9,166	1,061
Transport, Storage and Communications	10,960	1,086
Financial Intermediation	13,937	1,032
Real Estate, Renting and Business Activities	6,764	891
Private Education Services	13,590	1,087
Health and Social Work except Public Medical, Dental and Other Health Services	9,227	903
Other Community, Social and Personal Service Activities	7,784	2,825

<sup>1</sup> 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 charges; and payment in kind, allowances, bonuses and other gratuities.

<sup>2</sup> Allowances refer to cost of living allowances and other guaranteed cash payments given monthly. These 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 and payments in kind. **Median monthly allowance pertains only to those workers given regular/guaranteed cash allowances.**

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

## PART D. CERTIFICATION

This is to certify as to the accuracy of the data provided in this questionnaire.

<b>Name/Signature of Contact Person in the Establishment:</b>		
Position:	Fax No.:	
Tel. No.	E-mail address:	
<b>Time spent in answering this questionnaire:</b>		
<input type="checkbox"/> Less than a day <input type="checkbox"/> 1 -2 days <input type="checkbox"/> More than 2 days <i>(specify)</i> _____		
<b>Comments:</b>		
a. On data provided for the 2004 OWS  b. On results of the 2002 OWS		
c. Presentation/Packaging:		Suggestions for improvement:
Definition of terms	<input type="checkbox"/> Easy to understand <input type="checkbox"/> Vague	
Layout	<input type="checkbox"/> User-friendly <input type="checkbox"/> Not user-friendly	
Font, color	<input type="checkbox"/> Appealing <input type="checkbox"/> Not appealing	

***Thank you for your support and full cooperation to our undertaking.***

## PART E: SURVEY PERSONNEL

### National Capital Region

	Enumerator	Area Supervisor	Reviewer
Name			
Date			

### Outside National Capital Region

	Enumerator	Area Supervisor	Regional Supervisor	BLES Reviewer
Name				
Date				

## PART F: INDUSTRIES WITH SELECTED OCCUPATIONS

1994 Philippine Standard Industrial Classification (PSIC)	INDUSTRY GROUP
C 10	Metallic Ore Mining
C 11	Non-Metallic Mining and Quarrying
D 15	Food Products and Beverages
D 17	Manufacture of Textiles
D 18	Manufacture of Wearing Apparel
D 19	Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear
D 201	Manufacture of Wood, Wood Products and Cork, Except Furniture
D 21	Manufacture of Paper and Paper Products
D 221/D 222/D 223	Publishing and Printing
D 23	Manufacture of Coke, Refined Petroleum and Other Fuel Products
D 24	Manufacture of Chemicals and Chemical Products
D 251	Manufacture of Rubber Products
D 252	Manufacture of Plastic Products
D 26	Manufacture of Other Non-Metallic Mineral Products
D 27	Manufacture of Basic Metals
D 28	Manufacture of Fabricated Metal Products, Except Machinery and Equipment
D 29	Manufacture of Machinery and Equipment
D 31	Manufacture of Electrical Machinery and Apparatus
D 32	Manufacture of Radio, Television and Communication Equipment and Apparatus
D 34	Manufacture of Motor Vehicles, Trailers and Semi- Trailers
D 351	Building and Repairing of Ships and Boats
D 36	Manufacture and Repair of Furniture
E 40	Electricity, Gas, Steam and Hot Water Supply
E 41	Collection, Purification And Distribution of Water
F 45	Construction
G 501/G 502/ G 503/G 504	Sale, Maintenance and Repair of Motor Vehicles and Motorcycles
G 51	Wholesale Trade, except of Motor Vehicles and Motorcycles
G 521/G 522/G 523/ G 524/G 525	Retail Trade, except of Motor Vehicles and Motorcycles
H 55	Hotels and Restaurants
I 6011	Bus Line Operation
I 60 except I 6011	Other Land Transport
I 61	Water Transport
I 62	Air Transport
I 63	Supporting and Auxiliary Transport Activities; Activities of Travel Agencies
I 64	Post and Telecommunications
J 65	Banking Institutions
J 66	Non-Bank Financial Intermediation
J 67	Insurance and Pension Funding, Except Compulsory Social Security
K 72	Computer and Related Activities
K 7412	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy
K 7421	Architectural, Engineering and Related Technical Consultancy
M 81	Private Education Services
N 8512	Private Medical, Dental And Other Health Service