

2004 OCCUPATIONAL WAGES SURVEY (OWS)



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
BUREAU OF LABOR AND EMPLOYMENT STATISTICS
Intramuros, Manila





About the Survey

OBJECTIVE

Aims to generate statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

USES OF THE DATA

Inputs to wage, income, productivity and price policies, wage fixing and collective bargaining.

Determination of wage differences across occupations and industries.

International comparability



REFERENCE PERIOD

June 30

PERIODICITY

Every two years

COVERAGE

Geographical

Whole country

Establishments

All non-agricultural establishments employing 50 workers or more

Workers

Time-rate on full-time basis

Industries

58 non-agricultural industries

Occupations

168 occupations across 43 industries



WAGE RATE

Sum of basic pay and regular/guaranteed cash allowances.

BASIC PAY

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 payments in kind.

ALLOWANCES

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; and family allowances.

A 3D folder icon is shown against a dark blue background. The folder is light gray with a darker gray border and is tilted. On the front flap of the folder, the text "Highlights of Results" is written in a bold, 3D font. "Highlights" is yellow and "of Results" is orange. The text is slanted to match the perspective of the folder.

**Highlights
of Results**

**Figure 1 - AVERAGE DAILY WAGE RATES OF UNSKILLED WORKERS
AND MINIMUM WAGE RATES IN NON-AGRICULTURAL INDUSTRIES,
PHILIPPINES: JUNE 2004**

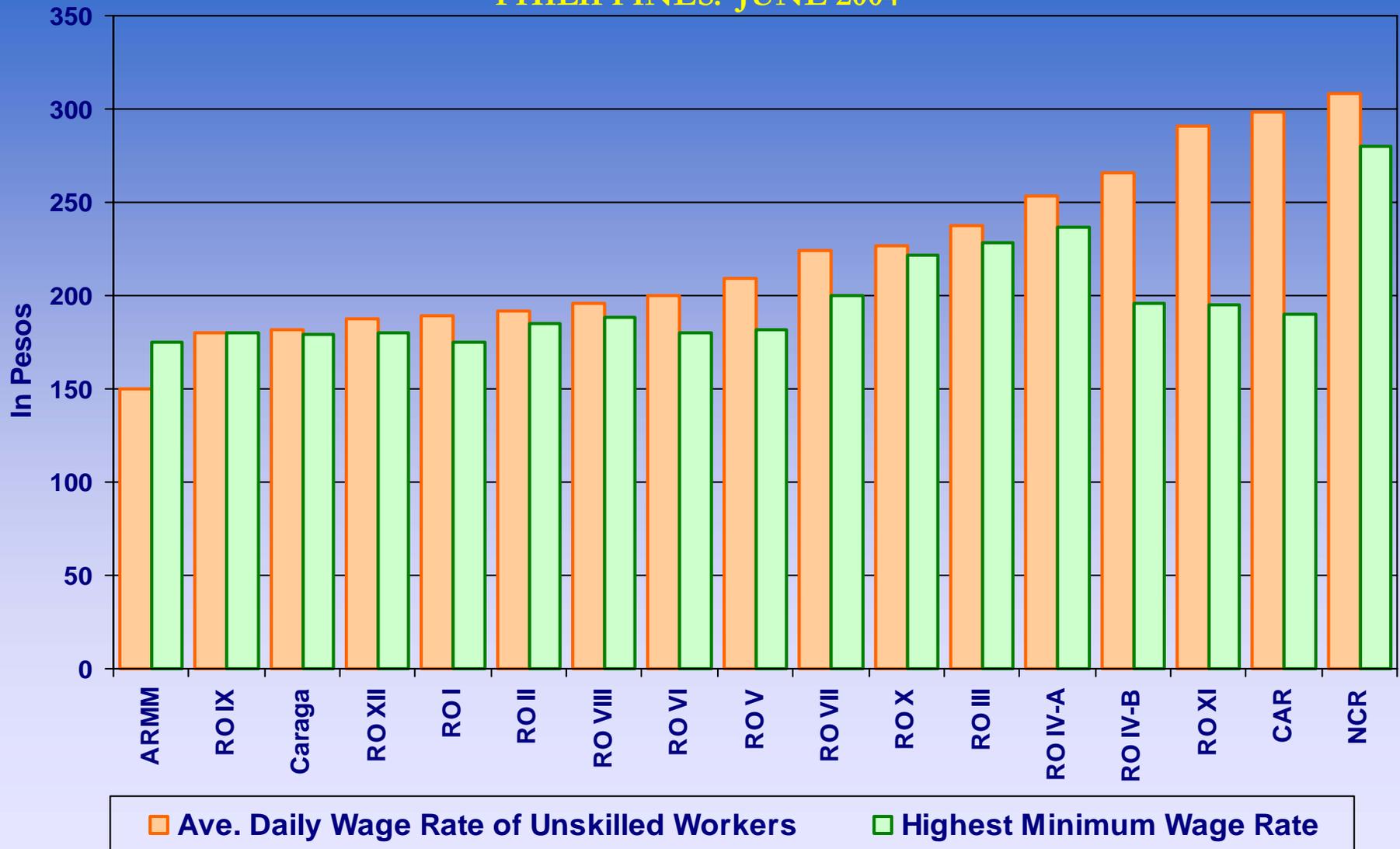


Figure 2 - MEDIAN MONTHLY BASIC PAY OF TIME-RATE WORKERS ON FULL-TIME BASIS BY MAJOR INDUSTRY GROUP, PHILIPPINES: JUNE 2004

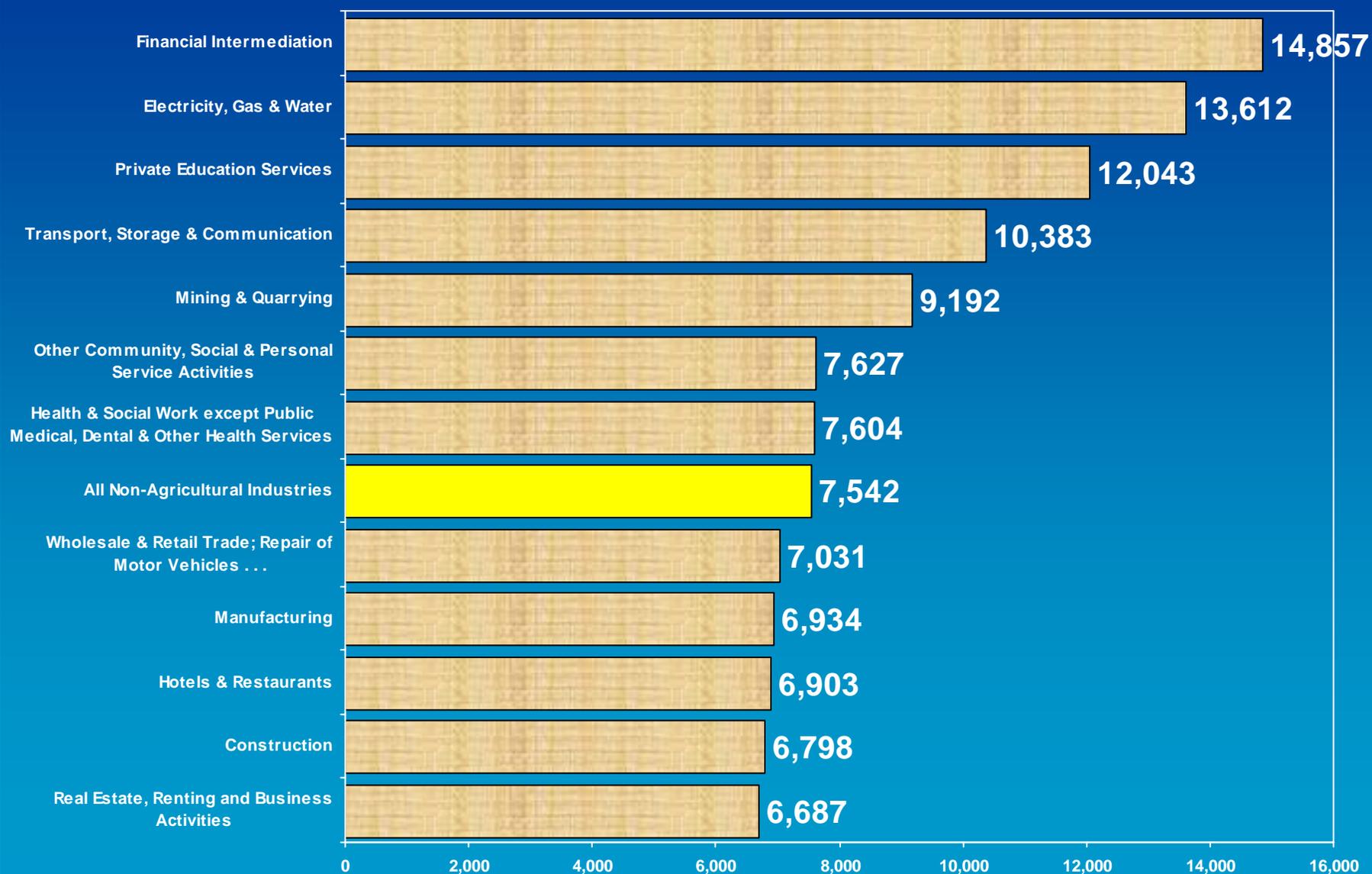


Table 1 - PERCENT DISTRIBUTION OF TIME-RATE WORKERS ON FULL-TIME BASIS BY MONTHLY BASIC PAY, PHILIPPINES: OCTOBER 1997, OCTOBER 1999 and JUNE 2004

(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.)

Monthly Basic Pay	October 1997	October 1999	June 2004
Time Rate Workers on Full-Time Basis (000)	1,761	1,447	1,555
Percent	100.0	100.0	100.0
Below P3,000	1.6	0.7	0.2
3,000 - 5,999	58.3	46.2	19.7
6,000 - 8,999	21.3	27.2	42.6
9,000 - 11,999	7.5	9.9	12.4
12,000 - 14,999	11.3	5.4	7.7
15,000 and over	a	10.4	17.5
Median Monthly Basic Pay (P)	5,534	6,238	7,542

Note: 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.

a Included in preceding pay bracket.

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

Table 2 - PERCENT DISTRIBUTION OF TIME-RATE WORKERS ON FULL-TIME BASIS BY MONTHLY ALLOWANCES, PHILIPPINES: OCTOBER 1997, OCTOBER 1999 and 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.)

Monthly Allowance	October 1997	October 1999	June 2004
Time Rate Workers on Full-Time Basis (000)	1,761	1,447	1,555
Percent	100.0	100.0	100.0
No allowance	72.0	70.1	53.3
Below P500	11.0	12.6	7.4
500 - 1,499	11.1	9.7	29.2
1,500 - 2,499	5.9	2.5	4.2
2,500 - 3,499	a	5.1	1.9
3,500 and over	a	a	4.1
Median Monthly Allowance ¹ (P)	658	667	930

Note: 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 Refers only to those workers given regular/guaranteed cash allowances.

a Included in preceding pay bracket.

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

Table 3 - RANGE OF AVERAGE MONTHLY WAGE RATES AND WAGE RATIO BY MAJOR OCCUPATION GROUP, PHILIPPINES: JUNE 2004

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

Occupation Group	Range of Average Monthly Wage Rates (P)	Wage Ratio	
		Within Group	Relative to Unskilled
Benchmark Occupations			
Accounting and Bookkeeping Clerks	6,184 - 20,780	3.4	1.3
Unskilled Workers except Janitors, Messengers and Freight Handlers	4,829 - 9,208	1.9	1.0
Major Occupation Group of Selected Occupations			
Supervisors	8,583 - 27,683	3.2	1.8
Professionals	7,257 - 72,803	10.0	1.5
Technicians and Associate Professionals	6,421 - 98,575	15.4	1.3
Clerks	6,175 - 19,857	3.2	1.3
Service and Sales Workers	5,790 - 12,530	2.2	1.2
Trades and Related Workers	5,527 - 17,480	3.2	1.1
Plant and Machine Operators and Assemblers	4,695 - 16,221	3.5	1.0

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

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

THANK YOU AND GOOD DAY

Presented during the Users' Forum on the
Results of the 2003/2004 BLES Integrated Survey
and 2004 Occupational Wages Survey

DOLE-OSEC Multi-Purpose Hall

2/F DOLE Executive Bldg., San Jose St., Intramuros, Manila

29 September 2005