



## WAGE DIFFERENCES OF SELECTED OCCUPATIONS

THE BUREAU OF LABOR AND EMPLOYMENT STATISTICS (BLES) conducts the Occupational Wages Survey (OWS) to monitor the wage rates of workers in 22 selected low paid occupations nationwide. The OWS covers a sample of non-agricultural establishments in the private sector employing at least 10 workers. Its results are used primarily in aid to minimum wage determination. A summary of the findings on the average monthly wage rates of workers in selected occupations as of December 1995 follows.

### *Average monthly wage rates of selected occupations higher than daily minimum wage rates*

Based on survey results, workers in the 22 occupations received an average monthly wage rate of ₱ 4,851 as of December 1995.

In the National Capital Region (NCR), the all-occupation average of ₱ 4,982 was higher than the national figure by 2.7 percent. It was also higher by 31.7 percent than the ₱145 daily minimum wage rate or ₱ 3,782\* in monthly terms prevailing in the region.

In the rest of the country, the highest all-occupation average wage rate was ₱ 4,693 in Region XII. Although the lowest average wage rate was ₱ 3,487 in Region IX, it was nevertheless higher by 17.3 percent than the ₱ 114 daily minimum wage rate or ₱ 2,973\* in monthly terms in the region.

### **AVERAGE WAGE RATES AND MINIMUM WAGE BY REGION: DECEMBER 1995**

Region	Average Wage Rate (₱)	Highest Minimum Wage (₱)	% Difference of Average from Minimum Wage
<b>NCR</b>	<b>4,982</b>	<b>3,782</b>	<b>31.7</b>
<b>CAR</b>	<b>4,639</b>	<b>3,104</b>	<b>49.5</b>
<b>I</b>	<b>3,987</b>	<b>3,208</b>	<b>24.3</b>
<b>II</b>	<b>4,192</b>	<b>3,026</b>	<b>38.5</b>
<b>III</b>	<b>4,313</b>	<b>3,313</b>	<b>30.2</b>
<b>IV</b>	<b>4,345</b>	<b>3,599</b>	<b>20.7</b>
<b>V</b>	<b>3,617</b>	<b>3,221</b>	<b>12.3</b>
<b>VI</b>	<b>3,978</b>	<b>2,983</b>	<b>33.4</b>
<b>VII</b>	<b>3,819</b>	<b>3,149</b>	<b>21.3</b>
<b>VIII</b>	<b>3,535</b>	<b>3,000</b>	<b>17.8</b>
<b>IX</b>	<b>3,487</b>	<b>2,973</b>	<b>17.3</b>
<b>X</b>	<b>3,650</b>	<b>3,104</b>	<b>17.6</b>
<b>XI</b>	<b>3,779</b>	<b>3,365</b>	<b>12.3</b>
<b>XII</b>	<b>4,693</b>	<b>3,065</b>	<b>53.1</b>
<b>ARMM</b>	<b>3,498</b>	<b>2,634</b>	<b>32.8</b>

\* The monthly equivalent of the minimum wage is computed by multiplying the daily wage by 26.0833 or 313/12. Data on minimum wage came from the National Wages and Productivity Commission.

***Wage disparity widest among electricians and repairers;  
narrowest among janitors.***

***Professional***

The wage rate of nurses varied from ₱ 2,964 in the Cordillera Administrative Region (CAR) to ₱ 5,715 in the Autonomous Region in Muslim Mindanao (ARMM). Likewise, the average monthly wage rate of workers in the teaching profession differed from ₱ 3,932 in Region X to ₱ 6,499 in NCR.

***Clerical***

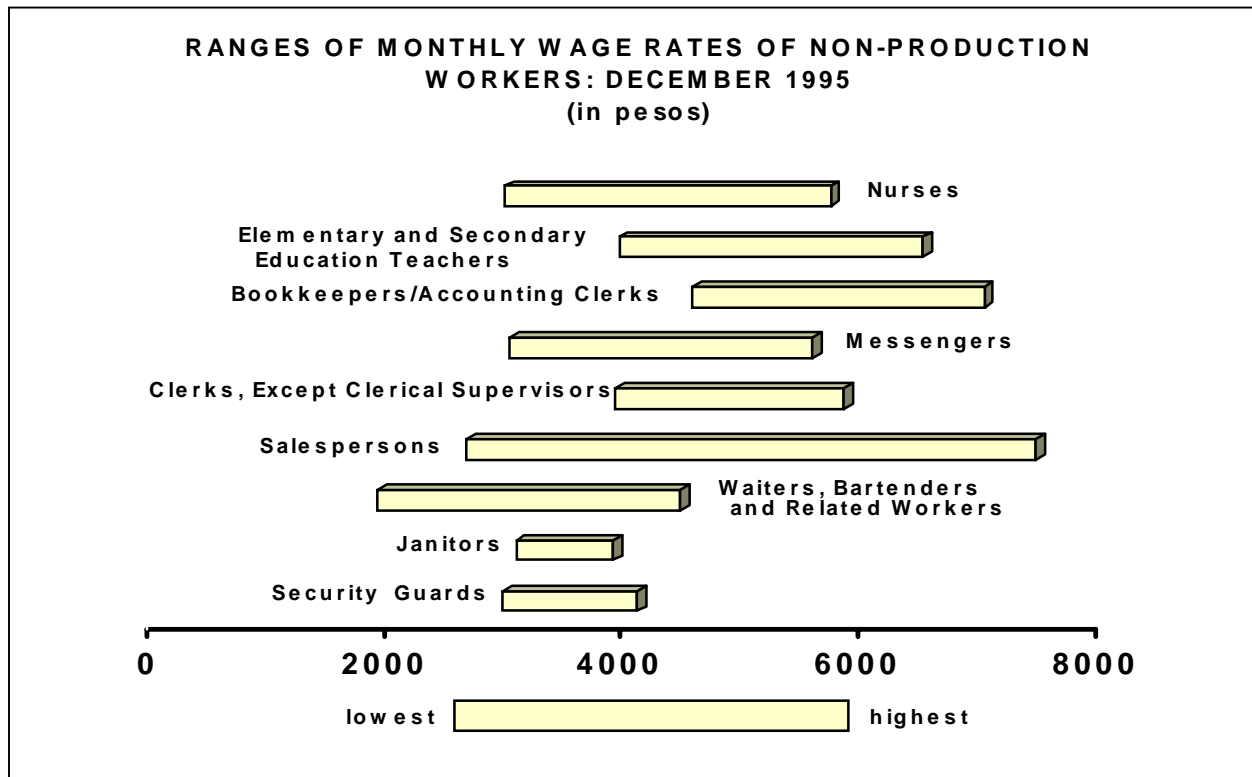
Generally, establishments in NCR paid the highest wage rates for bookkeepers/accounting clerks averaging ₱ 7,010. The lowest was at ₱ 4,551 in Region XI. Among messengers, those in ARMM received the highest average monthly wage rate of ₱ 5,566 while those in Region VIII were paid the lowest at ₱ 3,005. The wage rate of ordinary clerks also varied from ₱ 3,896 in ARMM to ₱ 5,822 in NCR

***Service***

The highest paid waiters and related workers (₱ 4,442), janitors (₱ 3,873) and security guards (₱ 4,079) were found in NCR. These occupations were paid the lowest in ARMM for waiters (₱ 1,891), Region XI for janitors (₱ 3,054) and Region VI for security guards (₱ 2,944). The range of monthly wage rates of service workers was generally narrower than for other occupation groups. To note, it was least dispersed among janitors with a wage difference of only ₱ 819.

***Sales***

Salesmen/salesladies and shop assistants in CAR received more than their counterparts elsewhere (₱ 7,444). Salespersons in ARMM earned the least at ₱ 2,644.

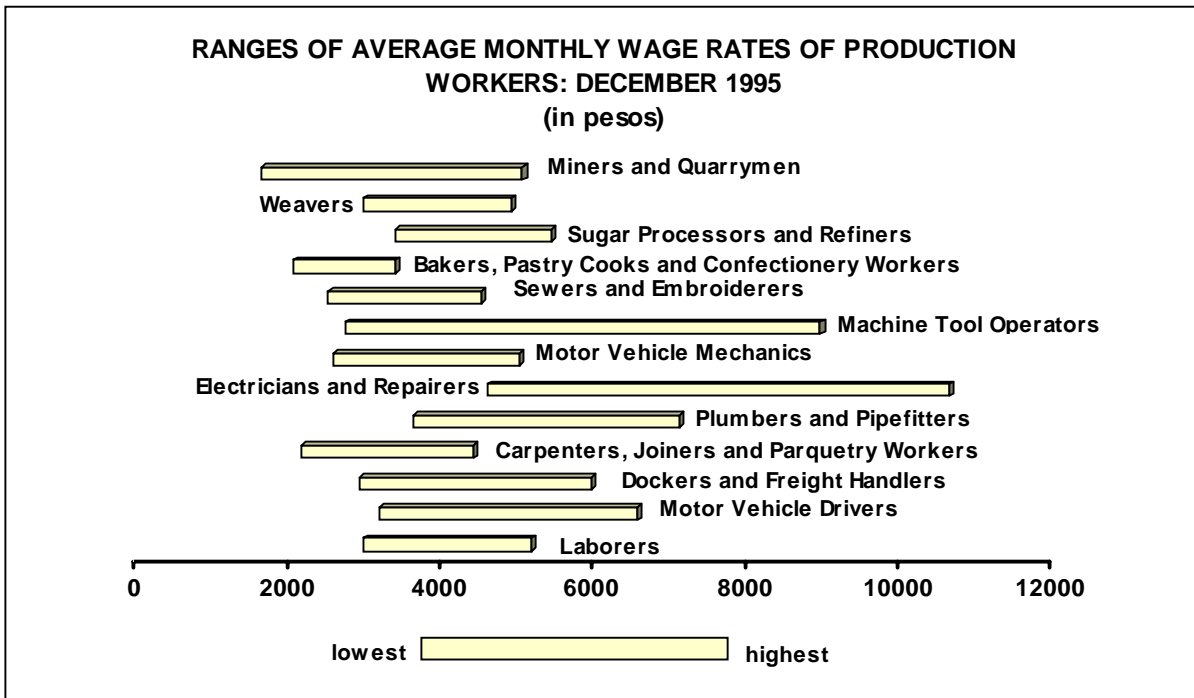


**Production**

Wage differences were also visible among workers in the 13 production occupations:

- ☞ The highest paid miners and quarrymen were in Region IV (₱ 5,531) while least paid were those in Region I (₱ 1,617).
- ☞ Weavers in NCR (₱ 4,903) received the highest average monthly wage rate while the lowest paid were in Region VI (₱ 2,970).

- ☞ Sugar processors and refiners in Region X received the highest monthly wage rates averaging ₱ 5,424. Those in Region II were paid the lowest at ₱ 3,375.
- ☞ Among bakers and related workers, those in Region IV had the highest monthly wage rates of ₱ 3,443. Their counterparts in ARMM were paid the least at only ₱ 2,038.



- ☞ Electricians and repairers had the most dispersed wage rates during the year. These varied from ₱ 4,593 in Region I to ₱ 10,632 in Region XII which translates to a wage difference of ₱ 6,039.

- ☞ Among motor vehicle mechanics, those in Region III earned the highest monthly wage rate at ₱ 5,008. In contrast, mechanics in CAR received monthly wage rates averaging only ₱ 2,577.

- ☞ The wage rates of machine tool operators also varied from ₱ 2,727 in Region VIII to ₱ 8,945 in CAR.
- ☞ The same pattern was observed even among laborers whose average wage rates ranged from ₱ 2,955 in Region II to ₱ 5,154 in CAR.
- ☞ The highest paid motor vehicle drivers were in CAR (₱ 6,550) while the lowest were in Region VIII (₱ 3,174).
- ☞ The wage rates of dockers and freight handlers ranged from ₱ 2,913 in Region II to ₱ 5,944 in CAR.

- ☞ The highest average monthly wage rate for carpenters, joiners and parquetry workers stood at ₱ 4,408 in Region IV. Its lowest was at ₱ 2,150 in ARMM.
- ☞ Plumbers and pipefitters in Region XII were the highest paid workers in this occupation (₱ 7,096). Their counterparts in ARMM were the least paid at only ₱ 3,614.
- ☞ In NCR, sewers and embroiderers received ₱ 4,500 in average monthly wage rates. In contrast, their counterparts in Region IX were paid only ₱ 2,503.

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**AVERAGE WAGE RATES IN SELECTED OCCUPATIONS,  
DECEMBER 1995  
(IN PESOS)**

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Nurse .....	4,189	Weavers .....	4,668
Elementary and Secondary Education Teachers .....	5,279	Sugar Processors and Refiners .....	4,773
Bookkeepers/Accounting Clerks ....	6,194	Bakers, Pastry Cooks And Confectionery Workers .....	3,110
Messengers .....	3,985	Sewers and Embroiderers .....	4,078
Clerks except Clerical Supervisors .....	5,337	Machine Tool Operators .....	4,854
Salesmen/Salesladies Shop Assistants .....	4,136	Motor Vehicle Mechanics .....	4,433
Waiters, Bartenders Related Workers .....	3,881	Electricians and Repairers .....	7,286
Janitors .....	3,783	Plumbers and Pipefitters .....	5,005
Security Guards .....	3,846	Carpenters, Joiners and Parquetry Workers .....	4,231
Miners and Quarrymen .....	3,930	Dockers and Freight Handlers .....	4,590
		Motor Vehicle Drivers .....	4,627
		Laborers .....	5,506

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**FOR INQUIRIES:**

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