



## Wage Structure of Time-Rated Workers

The BUREAU OF LABOR AND EMPLOYMENT STATISTICS (BLES) conducts the Occupational Wages Survey (OWS) to monitor trends in the average wage rates of time-rated workers in non-agricultural establishments employing at least 10 workers. One of its outputs is the distribution of time-rated workers by monthly basic pay and allowance intervals. Highlights of the December 1995 survey round presented below are the last of a three-part series on the results of the OWS. Previous LABSTAT issues on the OWS results were released in Vol. I No. 10 (Wage Differences of Selected Occupations) and No. 11 (Wage Differences of Time-Rated Workers).

### *Majority of the workers with basic pay below ₱ 5,000*

Nationwide, there were 2.4 million time-rated workers\* in non-agricultural employment as of December 1995: 60.8 percent in the National Capital Region (NCR) and 39.2 percent in the other regions.

Based on survey results, 62.3 percent of these workers were paid below ₱ 5,000 and 37.7 percent at least ₱ 5,000. Less than 10.0 percent of the total workers had basic pay of at least ₱ 10,000.

The National Capital Region (NCR) had approximately 1.5 million time-rated workers as of yearend. Slightly over half or 55.2 percent received basic pay less than ₱ 5,000. Meanwhile, 44.8 percent had monthly basic pay of at least ₱ 5,000. Of the total workers, 11.0 percent received at least ₱ 10,000.

<b>Proportion of Time-Rated Workers By Basic Pay , Philippines: December 1995</b>		
<b>Indicator</b>	<b>NCR</b>	<b>ONCR</b>
Number (000)	1,483.0	954.9
Percent	100.0	100.0
Below ₱ 5,000	55.2	73.2
₱ 5,000 and Over	44.8	26.8

In areas outside NCR, the number of time-rated workers came close to a million as of yearend. Bulk or nearly three-fourths (73.2%) received basic pay below ₱ 5,000. Only 26.8 percent enjoyed higher basic pay, with less than 6.0 percent receiving basic pay not lower than ₱ 10,000.

The proportion of workers receiving less than ₱ 5,000 was lower in NCR than in the rest of the country. Moreover, only 22.0 percent of the time-rated workers in NCR are minimum wage earners compared to 35.0 percent in the rest of the country. These estimates came from the 1995 Survey

\*Time-rated workers refer to those who are paid based on a time-unit of work such as an hour, a day or a month.

of Specific Groups of Workers, another annual survey of the BLES.

Nationwide, data by industry showed that around three-fourths of the workers in construction (76.4 %) and mining and quarrying (73.2 %) received basic pay less than ₱ 5,000. In manufacturing; trade; transportation,

storage and communication; and community, social and personal services, the shares of workers in this pay interval were estimated between 63.0 to 68.0 percent. The lowest proportion of workers with basic pay less than ₱ 5,000 was 27.2 percent in electricity, gas and water. This means that workers in this industry are paid relatively higher than the other sectors.

### *Three-fourths of workers without allowances*

Survey results showed that of the total workers, 75.4 percent did not receive cash allowances, 17.0 percent received less than ₱ 1,000 per month while 7.4 percent received higher allowances.

Given the relatively higher proportion of workers receiving at least ₱ 5,000, almost 80.0 percent no longer received cash allowances. Among those with allowances, 13.0 percent received less than ₱ 1,000 while 8.0 percent were granted more.

Notwithstanding the lower proportion of workers with basic pay of at least ₱ 5,000, still there were higher proportions of workers without allowances ranging from 72.0 - 85.0 percent. But in regions (Cordillera Administrative Region, II, V, VI VIII and X) whose wage orders had COLA provisions, only 32.0 - 48.0 percent of the workers had no allowances.

Meanwhile, data across industries showed that at least 80.0 percent of the workers did not receive cash allowances in construction (86.0 %) and manufacturing (82.0 %). In trade; business services; and community, social and personal services, about 71.0 to 74.0 percent of the total workers were not given allowances. In contrast, only about one-third of the workers in mining and quarrying (38.0 %) and electricity, gas and water (31.6 %) had no allowances.



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**TABLE 1- PERCENT DISTRIBUTION OF TIME-RATED WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS  
BY MONTHLY BASIC PAY AND ALLOWANCE AND BY REGION , PHILIPPINES: DECEMBER 1995  
(Details may not add up to totals due to rounding.)**

Basic Pay/ Allowance	PHIL	NCR	CAR	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	ARMM
<b>Number (000)</b>	<b>2,437.9</b>	<b>1,483.0</b>	<b>25.5</b>	<b>39.7</b>	<b>12.5</b>	<b>95.4</b>	<b>239.7</b>	<b>30.2</b>	<b>97.8</b>	<b>154.4</b>	<b>20.7</b>	<b>27.3</b>	<b>65.1</b>	<b>117.9</b>	<b>24.6</b>	<b>4.0</b>
<b>Basic Pay</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Below ₱ 1,000	0.1	a	0.2	0.5	0.1	0.4	0.1	0.7	0.2	0.5	0.7	0.3	0.3	0.5	0.6	1.1
1,000 - 1,999	1.2	0.2	1.8	4.0	3.2	4.0	1.1	5.3	3.9	2.5	6.5	3.0	2.2	2.2	5.3	2.9
2,000 - 2,999	7.5	1.6	16.7	11.4	21.7	10.6	6.5	25.8	34.9	12.9	30.7	36.2	25.8	18.6	14.7	37.4
3,000 - 3,999	32.5	28.9	13.5	35.8	26.5	38.3	43.7	21.7	26.3	46.3	20.2	29.3	36.2	44.4	30.5	29.4
4,000 - 4,999	21.0	24.5	34.8	19.1	18.4	16.5	19.7	16.3	8.4	15.4	11.4	10.6	8.8	12.8	10.7	12.2
5,000 - 5,999	11.4	13.2	8.9	11.1	11.0	8.8	9.0	9.4	12.2	7.6	10.9	6.2	8.3	5.3	6.2	7.1
6,000 - 6,999	7.8	9.2	6.9	4.5	5.4	7.3	4.8	6.9	4.8	4.6	6.6	3.4	8.3	6.6	4.5	2.4
7,000 - 7,999	4.4	5.3	5.0	3.5	3.4	4.0	3.8	3.0	2.0	2.8	2.7	3.9	2.5	2.0	3.3	2.3
8,000 - 8,999	3.2	3.7	3.8	2.9	2.9	2.8	3.0	2.3	2.5	1.8	2.0	1.4	1.8	1.2	5.1	0.1
9,000 - 9,999	2.1	2.5	2.6	1.6	1.8	1.8	1.5	2.3	1.2	1.2	1.4	1.2	1.3	1.0	1.8	0.9
10,000 and over	8.8	10.9	5.8	5.5	5.7	5.4	6.6	6.3	3.7	4.4	6.9	4.4	4.3	5.3	17.3	3.3
Not Reported	a	a	0.0	0.0	0.0	0.1	0.2	0.0	0.0	a	0.0	0.0	0.3	a	0.0	0.0
<b>Allowance</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
None	75.4	78.9	39.9	85.3	42.9	80.0	84.8	43.0	32.2	77.1	48.0	83.5	47.5	77.0	72.0	71.9
Below ₱ 500	11.6	8.6	20.4	2.6	30.6	7.6	6.3	34.7	48.5	11.7	31.8	1.6	34.1	11.4	8.4	8.7
500 - 999	5.4	4.4	32.5	3.5	15.9	6.4	3.6	7.7	8.4	5.9	8.8	9.2	11.2	5.7	8.6	2.6
1,000 - 1,499	3.3	3.1	3.6	5.7	6.5	2.4	3.1	9.8	3.6	1.4	8.3	4.5	4.9	3.8	7.8	10.1
1,500 - 1,999	1.5	1.8	1.6	1.3	2.5	1.9	0.6	2.3	1.1	1.3	1.9	0.4	0.8	0.6	1.2	1.3
2,000 - 2,499	0.7	0.8	1.1	0.1	0.1	0.4	0.4	1.2	0.5	0.5	0.4	0.5	0.8	0.2	0.7	0.8
2,500 - 2,999	0.7	0.7	0.4	a	0.9	0.3	0.6	0.8	0.3	1.1	0.4	0.1	0.1	1.0	0.3	1.2
3,000 - 3,499	0.3	0.4	0.2	0.9	0.1	0.1	0.1	0.3	0.2	0.6	a	a	0.2	0.1	0.3	2.0
3,500 - 3,999	0.1	0.2	0.0	0.2	0.2	0.1	0.1	0.1	0.1	0.1	a	a	0.1	a	0.1	0.7
4,000 - 4,499	0.1	0.1	a	a	a	0.5	0.1	0.1	0.7	0.1	0.2	0.1	a	a	0.1	0.0
4,500 - 4,999	0.2	0.2	a	a	0.1	a	0.1	a	2.8	0.1	0.0	a	a	0.0	a	0.1
5,000 and over	0.5	0.7	0.2	0.3	0.2	0.3	0.2	0.1	1.5	0.2	0.2	0.1	0.1	0.1	0.3	0.6
Not Reported	a	a	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0

a - Less than 0.05 percent

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

**Table 2 - DISTRIBUTION OF TIME-RATED WORKERS BY BASIC PAY AND ALLOWANCE  
AND BY MAJOR INDUSTRY GROUP, PHILIPPINES: DECEMBER 1995**  
(Details may not add up to totals due to rounding.)

Basic Pay/ Allowance	ALL INDUSTRIES	Mining and Quarrying	Manufacturing	Electricity, Gas and Water	Construction	Wholesale and Retail Trade	Transportation, Storage and Communication	Financing, Insurance, Real Estate and Business Services	Community, Social and Personal Services
<b>Number</b>	<b>2,437.9</b>	<b>31.3</b>	<b>945.2</b>	<b>59.8</b>	<b>107.2</b>	<b>397.1</b>	<b>106.3</b>	<b>329.2</b>	<b>461.8</b>
<b>Basic Pay</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Below P 1,000	0.1	0.0	0.1	a	0.1	0.1	0.2	a	0.3
1,000 - 1,999	1.2	1.9	0.7	0.4	0.4	1.1	1.1	1.1	2.7
2,000 - 2,999	7.5	9.4	6.7	3.4	6.4	10.5	8.3	4.8	9.1
3,000 - 3,999	32.5	26.0	34.5	6.8	46.6	34.8	31.4	23.7	33.2
4,000 - 4,999	21.0	35.9	21.5	16.6	22.9	21.4	21.9	18.6	20.2
5,000 - 5,999	11.4	5.4	11.8	14.4	11.7	11.2	11.9	8.9	12.2
6,000 - 6,999	7.8	5.8	8.5	17.2	3.5	6.1	6.7	8.1	7.7
7,000 - 7,999	4.4	3.2	3.8	8.0	3.2	4.0	3.9	7.5	3.9
8,000 - 8,999	3.2	3.2	2.8	5.7	1.1	2.0	3.1	6.7	2.6
9,000 - 9,999	2.1	1.7	1.9	3.2	0.7	1.4	2.6	3.8	1.8
10,000 and over	8.8	7.5	7.6	24.3	3.5	7.4	8.8	16.8	6.2
Not Reported	a	0.0	a	0.0	a	a	a	0.1	0.1
<b>Allowance</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
None	75.4	38.0	82.0	31.6	86.0	73.9	66.3	70.9	74.2
Below P 500	11.6	38.3	10.9	9.1	6.1	13.5	15.4	10.5	10.8
500 - 999	5.4	21.5	3.7	9.0	4.2	5.4	11.2	4.9	6.6
1,000 - 1,499	3.3	1.4	1.4	15.8	2.0	4.9	2.9	6.0	3.0
1,500 - 1,999	1.5	0.6	0.8	13.2	0.5	0.8	1.4	3.2	1.4
2,000 - 2,499	0.7	0.1	0.1	3.7	0.3	0.9	0.7	0.7	1.5
2,500 - 2,999	0.7	a	0.2	14.0	0.2	0.2	0.2	0.9	0.5
3,000 - 3,499	0.3	a	a	0.9	0.1	0.2	0.9	0.9	0.5
3,500 - 3,999	0.1	a	a	0.6	0.1	0.1	0.2	0.6	a
4,000 - 4,499	0.1	a	0.1	0.2	0.1	0.1	0.2	0.3	0.1
4,500 - 4,999	0.2	0.0	0.3	a	0.1	a	a	0.2	0.3
5,000 and over	0.5	a	0.3	2.0	0.3	0.1	0.5	0.9	1.1
Not Reported	a	0.0	0.1	a	0.0	0.0	a	0.0	0.0

a - Less than 0.05 percent

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