

A Preliminary Study on the Pay Scales in TVET-Related Qualifications



Technical Education and Skills Development Authority

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I. Introduction (Background of the Study)

The United Nations' Post-2015 Agenda emphasizes the need to provide access to quality education in order to be successful in the job market, achieve inclusive growth and reduce poverty. According to the World Bank, workers who are less educated and unskilled are more likely to experience unemployment, or work in unstable low-wage jobs that offer little career mobility or growth. One of the ways to address these problems is to upgrade the skills of workers. Several literature reports that there is a positive relationship between higher levels of education and earnings. Thus, improvement in education should target the acquisition of the necessary skills in order to enter the formal wage and salaried employment sector, that will ultimately result to reduction of unemployment, increase in incomes, and improvement in standards of living of people.

One of the objectives for the institutionalization of the Philippine Qualifications Framework (PQF) is to establish national standards and levels of qualifications to assist and support academic and worker mobility and to address job-skills mismatch. The PQF ensures quality in our education and training systems, make qualifications earned in the Philippines gain international recognition, thereby making Filipinos able to continue their education, or be employed, outside the country. The PQF incorporates an eight-level qualifications descriptors defined in terms of knowledge, skills and values, application, and degree of independence and sets the standards for qualification outcomes.

Republic Act 10969 stipulates a provision, specifically Section 7, that "industry sector representatives shall be consulted and tapped in the development and implementation of the PQF to ensure the alignment of educational outcomes with industry requirements and add to the value of qualifications within the workplace. To operationalize the provisions of the law, the PQF National Coordinating Committee

should ensure that the mechanisms are put in place in order to establish the differentiation of pay scales across levels of qualifications in consultation with concerned sectors. Across several pay scale systems, one of the factors that determines how much an employee is to be paid as a wage or salary is the education level.

II. Objective

Generally, the study intends to gather, review and analyze the existing data and information available on pay scales, as well as the various methods of obtaining pay scales across different studies.

Specifically it aims to:

1. Determine how pay scale structures are differentiated across education or skills attainment, especially for occupations that require technical-vocational education and training (TVET); and
2. Provide inputs/recommendations that can be used as reference in the conduct of the full-blown/comprehensive study on Payscale for PQF Levels I-V.

III. Significance of the Study

The significance of this research lies in the fact that it is the precursor on the establishment of a pay scale system among TVET related employment in the Philippines. As a country, the Philippines have a problem with job mismatch. Previously, the ten-year basic education system was geared to preparing students to enter into tertiary schools but now, the K to 12 system caters to the technical vocational and livelihood (TVL) track with its skills-ready and employable graduates. Thus, the standard pay scale system can encourage more students to pursue Technical and Vocational courses and life-long learning because it is a good alternative for those who cannot afford college education and yet desire qualification

for better employment opportunities. The promulgation of the PQF allows the Philippine educational system to be at par with those implemented internationally by other countries. In line with this, establishing the Peso Value of the qualification necessitates the creation of a pay structure that can estimate the value of a qualification thus encouraging Filipinos to pursue lifelong learning that will result to better income and improved standard of living.

This study is also meant to gather preliminary information on the pay scale across levels of qualifications, as well as corresponding recommendations to aid in the conduct of a more comprehensive pay scale study in the Philippines, including the selection of the focus industry/sector for the study.

IV. Scope and Limitations

The study will utilize secondary sources from data obtained by government agencies such as the Philippine Statistics Authority. It will also make use of researches/studies on pay scale systems implemented by other countries.

V. Review of Related Literature

a. Pay Scale Description

According to Payscale, Inc., a firm based in the United States, a pay scale or pay structure enables the following:

- Clarify the market and internal value for each job, and provides a way to manage employee pay effectively
- Quantify compensation costs & enables budget decisions.
- Validates compensation strategy & aligns to business goals.
- Provides a tool to talk with employees about development.
- Ensures pay equity.
- Determines pay for non-benchmark jobs.
- Allows ease of administration.

Moreover, a pay structure includes a pay schedule that includes sets of Pay Grades that are grouped under multiple markets (geography, industry, etc). The Pay Grades are labels for groups of jobs with similar relative internal worth. Each Pay Grade is associated with a pay range, which denotes the upper and lower bounds of compensation.

Further, there are no fixed rules for every organization in determining the pay grades. An organization are free to decide how many grades to have. The number of pay grades may vary depending on

- the size of the organization
- the vertical distance between the highest and lowest level job
- how finely the organization defines jobs and differentiates between them (i.e. levels)
- the pay increase and promotion policy of the organization.

Payscale, Inc. also recommends additional considerations in determining the pay scale:

- Difference at the base vs top of structure.
 - Bigger range spread at the top, narrower at the base.
 - Time to proficiency.
 - Differentiation of skill sets.
 - Manager input.
- Overlap between pay ranges.
 - Long tenure/high performing employees can earn higher wages.
 - Provides more cost effective career progression within the org.

b. Methodology

Payscale, Inc. tracks how much full-time employees earn over time in terms of total cash compensation in the US, on a quarterly basis. The full-time employees as defined by the firm are those who work for an employer on an hourly or salaried basis. Total cash compensation is defined as all cash payments earned by an

employee during a year of full-time employment. It also defines total cash compensation to include base salary or hourly wages, overtime wages, bonuses, commissions, tips, and profit sharing, but excludes retirement plan contributions from employers, health insurance, company car privileges, travel allowances, or other non-cash benefits. It also does not include equity (stock) compensation.

Payscale, Inc. only tracks actual wages and does not adjust the amounts for inflation. The pay scale index generated by the firm includes a national one, as well as separate indices for specific industries, metropolitan areas, job categories and company sizes. The index also measures the change over time in what an employer must pay to fill a specific job with a worker who has certain skills, abilities, education, experience and other compensable factors. The PayScale Index uses data on all types of full-time employees working in a given time period. The firm performs a detailed analysis of how various compensable factors, like work experience, education, employment setting and job responsibilities, affect pay. It has extensive data of over 35 million employee profiles, accounting for 250 compensable factors for over 12,000 unique job titles, which show how the pay of actual workers varies with each of these factors.

c. Case Studies

Below is the information on the pay structure for apprenticeships. As early as 1960's, there are countries with established pay structure for those taking apprenticeship (youth wages).¹

Country	Pay Structure for Apprentices
Belgium	Wages of those under 21 years old are in reference to their collective Bargaining agreement. There is a 60% reduction from adult workers rate for those 16 years old and 5% reduction for those six months away from their 21 st birthday. However, individuals with vocational school diploma can

¹ Bureau of Labor Statistics. "On-the-Job Training and Wage-hour standards in Foreign Countries." United States Department of Labor 1967.

Country	Pay Structure for Apprentices
	receive a fixed increase.
France	Allots pocket money with no legal compensation but collective bargaining agreements gives fifty percent of the minimum wage with increasing progressive scale.
Australia	Industrial Conciliation and Arbitration Commission regulates the salary according to the years of apprenticeship and percentage of regular wage: year 1 (31.5%), year 2 (40.5%), year 3 (47.25%), year 4 (71%), year (85.5%)
Brazil	Apprenticeship wage is fifty percent of the workers wage.
Columbia	Apprenticeship wage begins with half of the legal minimum wage with wage increase for every 6 months (until the wage reaches the legal minimum).
West Germany	Industry wide collective agreement regulates the wages. Apprentice wages are considered educational grant which begins with ¼ of unskilled workers' salary that gradually increases for each year.
Japan	Apprenticeship salary are according to the pay structure of the organization and given a bonus.
Italy and UK	Wage were set through collective bargaining
Venezuela	Training programs apprentice receives half of the regular qualified workers pay.
Germany	Apprentice may work for a year or two before receiving a salary equals to a journeyman's rate.
Netherlands	Apprentice are given a improver's salary for several years before qualifying for full wage and skilled status.

VI. Results and Discussion

a. Salary by Country and Skill Level

WageIndicator Foundation reports the following wages by country and by skill level:

Table 1: Monthly Real Wage of Selected Countries by Skill Level

Country	Statutory Minimum Wage ²	Monthly Real Wage by Skill Level ³ (in USD)		
		Low Skilled Employee	Medium-Skilled Employee	High-Skilled Employee
Indonesia	100	163-235	202-269	237-344
Cambodia	169	40-129	220-309	348-499
Vietnam	119	211-231	236-313	329-466
India	58	108-151	184-286	372-600
Russian Federation	142	215-298	337-498	490-723
US	1,257	1,552-1,957	1,755-2,561	3,160-4,515

Source: <https://wageindicator.org/salary/wages-in-context>

Based on the monthly real wage data of selected countries, the addition of skills can result to increase in wages. A low skilled employee in the US can earn 23% above the statutory minimum wage in the country, while a high skilled employee in India can earn as high as 934% of its statutory minimum wage. Medium-skilled employees can increase their salary from 40% of statutory minimum wage in the US, and 393% in India.

²WageIndicator.org defines that the statutory or legal minimum wages are set by governments, sometimes after consultation with the social partners. A number of countries has one minimum wage; in most cases that applies to the entire workforce. Other countries, however, apply multiple minimum wages for particular categories of workers defined by industry, firm size, occupational group, skill level, educational level, geographical characteristics, age, or years of service. In most countries the level(s) of the national minimum wage(s) are considerably above the level of the National Poverty Line.

³According to Wageindicator.org, the definition of groups follows the one-digit ISCO-classification of occupations where ISCO 1-2 are clustered into high-skilled, ISCO 3-5,7,8 into medium-skilled and ISCO 6, 9 into low-skilled groups.

b. Occupational Wages Survey of the Philippine Statistics Authority

Table 2: Average Daily Basic Pay of Wage and Salary Workers by Industry, 2013-2015

2009 PSIC	INDICATOR	2013	2014	2015	Average 2013-2015
	ALL INDUSTRIES	349.16	367.35	378.65	357.25
A01/A02	Agriculture, Hunting and Forestry	169.22	184.53	193.10	178.03
A03	Fishing and Aquaculture	189.48	199.32	217.66	199.54
B	Mining and Quarrying	302.13	319.45	331.78	317.64
C	Manufacturing	343.97	346.74	358.71	344.86
D	Electricity, Gas, Steam and Air Conditioning Supply	610.00	651.03	670.88	651.43
E	Water Supply; Sewerage, Waste Management and Remediation Activities	427.49	438.66	463.61	440.88
F	Construction	319.07	329.80	341.01	325.13
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	293.01	301.43	314.34	297.71
H	Transportation and Storage	369.23	390.99	396.57	377.14
I	Accommodation and Food Service Activities	295.20	314.61	325.88	304.14
J	Information and Communications	570.03	618.22	600.85	584.28
K	Financial and Insurance Activities	599.05	621.43	600.36	600.03
L	Real Estate Activities	531.23	449.18	525.06	500.16
M	Professional, Scientific and Technical Activities	634.42	677.93	707.78	652.88
N	Administrative and Support Service Activities	504.38	524.87	547.71	514.48
O	Public Administration and Defense; Compulsory Social Security	559.79	588.90	581.75	566.03
P	Education	714.67	740.39	760.77	723.36
Q	Human Health and Social Work Activities	523.55	557.05	558.37	530.93
R	Arts, Entertainment and Recreation	387.71	401.13	444.67	401.52
S	Other Service Activities	189.23	193.34	195.09	189.23
T	Activities of Households as Employers; Undifferentiated Goods-and-Services-Producing Activities of Households for Own Use	122.55	125.74	133.14	123.96
U	Activities of Extra-Territorial Organizations and Bodies	735.72	539.23	788.59	812.29

Source: Occupational Wages Survey, Philippine Statistics Authority

Workers in activities of Households as Employers; Undifferentiated Goods-and-Services-Producing Activities of Households for Own Use has been consistent in receiving the lowest average daily basic pay. From 2013 to 2015, these workers receive an average daily basic pay of Php 124.00. Among the jobs that are under this industry classification are maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable lads, chauffeurs, caretakers, governesses, babysitters, tutors, secretaries, etc. The Activities of Extra-Territorial Organizations and Bodies has the highest average daily basic pay in 2013 and 2015, while Education has the highest average daily basic pay in 2014. From 2013 to 2015, workers employed in these industries receive an average daily basic pay of more than Php 700.00.

The following industries have a daily basic pay that is higher than the average daily basic pay for all industries (arranged from highest to lowest):

1. Activities of Extra-Territorial Organizations and Bodies
2. Education
3. Professional, Scientific and Technical Activities
4. Electricity, Gas, Steam and Air Conditioning Supply
5. Financial and Insurance Activities
6. Information and Communications
7. Public Administration and Defense; Compulsory Social Security
8. Human Health and Social Work Activities
9. Administrative and Support Service Activities
10. Real Estate Activities
11. Water Supply; Sewerage, Waste Management and Remediation Activities
12. Arts, Entertainment and Recreation
13. Transportation and Storage

Meanwhile, below are the industries that have lower than the average basic pay (arranged from highest to lowest):

1. Manufacturing
2. Construction
3. Mining and Quarrying
4. Accommodation and Food Service Activities
5. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

6. Fishing and Aquaculture
7. Other Service Activities
8. Agriculture, Hunting and Forestry
9. Activities of Households as Employers; Undifferentiated Goods-and-Services-Producing Activities of Households for Own Use

Table 3: Average Daily Basic Pay of Wage and Salary Workers by Occupation, 2013-2015

	2013	2014	2015	Average 2013-2015
ALL OCCUPATIONS	349.16	367.35	378.65	365.05
Officials of Government and Special-Interest Organizations, Corporate Executives, Managers, Managing-Proprietors and Supervisors	843.17	857.60	866.69	855.82
Professionals	762.95	791.74	808.38	787.69
Technicians and Associate Professionals	506.54	515.80	520.05	514.13
Clerks	445.75	456.93	474.04	458.91
Service Workers and Shop and Market Sales Workers	283.79	296.66	303.94	294.80
Farmers, Forestry Workers and Fishermen	292.81	289.61	306.39	296.27
Craft and Related Trades Workers	312.11	325.27	337.80	325.06
Plant and Machine Operators and Assemblers	347.81	360.01	370.22	359.35
Laborers and Unskilled Workers	194.83	208.47	218.17	207.16
Special Occupations	762.16	843.76	823.80	809.91

Source: Occupational Wages Survey, Philippine Statistics Authority

Laborers and unskilled workers receive the lowest average daily basic pay, amounting only to an average of Php 207.16, while Officials of Government and Special-Interest Organizations, Corporate Executives, Managers, Managing-Proprietors and Supervisors receive the highest average daily basic pay, amounting to an average of Php 855.82, from 2013-2015.

Technical education is aimed at preparing technicians, para-professionals and other categories of middle-level workers. The occupations that require technical education and training can range from laborers up to technicians. The average daily basic pay of workers engaged in these occupations range from a low of Php 207.16 to Php 514.13.

Table 4: Median Monthly Basic Pay of Time-Rate Workers on Full-Time Basis by Major Industry Group, Philippines: 2014 and 2016

MAJOR/SELECTED INDUSTRY GROUP	MEDIAN MONTHLY BASIC PAY (P)		INCREASE/DECREASE
	2016	2014	
ALL INDUSTRIES	12,013	11,756	2.19%
Agriculture, Forestry and Fishing	7,927	8,449	-6.18%
Mining and Quarrying	10,980	9,415	16.62%
Manufacturing	10,239	9,707	5.48%
Electricity, Gas, Steam and Air Conditioning Supply	20,400	17,961	13.58%
Water Supply; Sewerage, Waste Management and Remediation Activities	13,478	12,720	5.96%
Construction	11,612	11,486	1.10%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	11,396	11,288	0.96%
Transportation and Storage	12,665	12,479	1.49%
Accommodation and Food Service Activities	10,339	11,337	-8.80%
Information and Communications	21,399	22,262	-3.88%
Financial and Insurance Activities	16,820	15,400	9.22%
Real Estate Activities	15,892	14,795	7.41%
Professional, Scientific and Technical Activities	19,576	17,612	11.15%
Administrative and Support Service Activities	13,210	12,384	6.67%
Education Except Public Education	13,967	12,766	9.41%
Human Health and Social Work Activities	11,434	10,856	5.32%
Arts, Entertainment and Recreation	11,434	10,735	6.51%
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	12,173	11,748	3.62%

Source: Occupational Wages Survey, Philippine Statistics Authority

The following industries have a median monthly basic pay that is higher than the average monthly basic pay for all industries (arranged from highest to lowest):

1. Information and Communications
2. Electricity, Gas, Steam and Air Conditioning Supply
3. Professional, Scientific and Technical Activities
4. Financial and Insurance Activities
5. Real Estate Activities
6. Education Except Public Education
7. Water Supply; Sewerage, Waste Management and Remediation Activities
8. Administrative and Support Service Activities

9. Transportation and Storage
10. Repair of Computers and Personal and Household Goods; Other Personal Service Activities

Meanwhile, these are the industries that have lower than the average median monthly basic pay (arranged from highest to lowest):

1. Construction
2. Human Health and Social Work Activities
3. Arts, Entertainment and Recreation
4. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
5. Mining and Quarrying
6. Accommodation and Food Service Activities
7. Manufacturing
8. Agriculture, Forestry and Fishing

Workers in the Information and Communications industry has the highest median monthly basic pay at Php 22,262.00 in 2014 and Php 21,399.00 in 2016, while workers in the Agriculture, Forestry and Fishing industry has the lowest median monthly basic pay at Php 8,449.00 in 2014 and Php 7,927.00 in 2016.

While the median monthly basic pay increased for all industries, the median monthly basic pay decreased from 2014 to 2016 in the Accommodation and Food Service Activities, Agriculture, Forestry and Fishing, and Information and Communications industries. All other industries had an increase in median monthly basic pay, with the Mining and Quarrying industry has the largest increase at 16.62%.

c. Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: July 2016(In Establishments Employing 20 and More Workers. Wage rates refer to the sum of the basic pay and regular/guaranteed cash allowances.) vis-à-vis TESDA Training Regulations (TRs)

- i. Mapping of Competencies

The TRs were matched according to each of the selected occupations in order to get an idea of the amount of monthly wage that will be received by a

person who gained competencies in a training for its corresponding occupation. After the matching, the competencies were grouped according to NC Level to determine the range of monthly wages are received per level.

Table 5: Average Monthly Wage Rate by Occupation, July 2016 vis-à-vis TESDA Training Regulations

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
7423	Woodworking-Machine Setters and Setter-Operators	7,823		Foundry Pattern Making NC II
				Foundry Pattern Making NC III
611	Field Crop Farm Workers	7,893		Agricultural Crops Production NC II
641	Aqua-Farm Cultivators	7,516		Aquaculture NC II
7442	Shoemakers and Related Workers	8,508		Footwear Making NC II
7422	Cabinet/Furniture Makers and Related Workers	9,297		Furniture Making (Finishing) NC II
7435	Sewers, Embroiderers and Related Workers	9,657		Dressmaking NC II, Tailoring NC II
8256	Shoemaking and Related Machine Operators	9,678		Footwear Making NC II
8253	Sewing Machine Operators	9,689		Dressmaking NC II, Tailoring NC II
7433	Tailors, Dressmakers and Hatters	9,775		Dressmaking NC II, Tailoring NC II
6420	Inland and Coastal Waters Fishermen	9,877		Fish Capture NC II
4121	Accounting and Bookkeeping Clerks	10,020	25,878	Bookkeeping NC III
9132	Helpers and Cleaners	10,323		Housekeeping NC II
				Housekeeping NC III
				Housekeeping NC IV
5220	Shop Salespersons and Demonstrators	10,441	12,339	Customer Services NC II
7212	Welders and Flamecutters	10,525		Flux Cored Arc Welding NC I
				Gas Metal Arc Welding NC I
				Gas Welding NC I
				Shielded Metal Arc Welding NC I
				Submerged Arc Welding

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
				(SAW) NC I
				Flux Cored Arc Welding NC II
				Gas Metal Arc Welding NC II
				Gas Tungsten Arc Welding NC II
				Gas Welding NC II
				Shielded Metal Arc Welding NC II
				Submerged Arc Welding (SAW) NC II
				Flux Cored Arc Welding NC III
				Gas Metal Arc Welding NC III
				Shielded Metal Arc Welding NC III
				Gas Tungsten Arc Welding NC IV
				Shielded Metal Arc Welding NC IV
7136	Plumbers, Pipe Fitters and Other Related Workers	10,587	13,667	Plumbing NC I
				Pipefitting NC II
				Plumbing NC II
				Plumbing NC III
741	Food Processing and Related Trades Workers		10,637	Food Processing NC I
				Food Processing NC II
				Food Processing NC III
				Food Processing NC IV
5120	Service Crew		10,841	Food and Beverage Services NC II
				Food and Beverage Services NC III
				Food and Beverage Service NC IV
5121	Housekeepers and Related Workers		10,906	Housekeeping NC II
				Housekeeping NC III
				Housekeeping NC IV
5123	Waiters, Waitresses and Bartenders		10,953	Barista NC II, Bartending NC II
7214	Structural Metal Preparers, Erectors and Related Workers		11,007	Reinforcing Steel Works NC II
				Scaffold Erection NC II
				Structural Erection NC II
7122	Masons and Related		11,009	Masonry NC I

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
	Concrete Finishers			Masonry NC II
				Masonry NC III
8211	Machine Tool Operators	11,065		Machining NC I
				CNC Lathe Machine Operation NC II
				CNC Milling Machine Operation NC II
				Machining NC II
				Painting Machine Operation NC II
				CNC Lathe Machine Operation NC III
				CNC Milling Machine Operation NC III
				Machining NC III
7221	Blacksmiths, Hammersmiths and Forging Press Operators	11,321		Press Machine Operation NC I
				Forging NC II
				Forging NC III
7211	Metal Molders and Core Makers	11,543		Foundry Molding NC II
				Mold Making NC II
				Foundry Molding NC III
4222	Receptionists and Information Clerks	11,560		Front Office Services NC II
7123	Carpenters and Joiners	11,580		Carpentry NC II
				Carpentry NC III
8232	Plastic Products Machine Operators	11,624		Plastic Machine Operation NC II
				Plastic Machine Operation NC III
8323	Bus Drivers	11,686		Driving (Passenger Bus/Straight Truck) NC III
7231	Motor Vehicle Mechanics and Related Trades Workers	11,814	31,505	Automotive Servicing NC I
				Automotive Servicing NC II
				Motorcycle/Small Engine Servicing NC II
				Automotive Servicing NC III
				Automotive Servicing NC IV
8152	Chemical Heat-Treating Plant Operators	12,150		Chemical Process Operations NC III
8231	Rubber Products Machine Operators	12,228		Rubber Processing NC II
				Rubber Production NC II
5122	Cooks	12,470		Cookery NC II
				Commercial Cooking NC III

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
				Commercial Cooking NC IV
8324	Heavy Truck and Lorry Drivers	12,477	14,234	Driving (Articulated Vehicle) NC III
7245	Telecommunication Equipment Installers and Repairers	12,613		Broadband Installation (Fixed Wireless Systems) NC II
				Telecom OSP and Subscriber Line Installation (Copper Cable/POTS and DSL) NC II
				Telecom OSP Installation (Fiber Optic Cable) NC II
3415	Technical and Commercial Sales Representatives	12,646	18,231	Customer Services NC II
8122	Metal Melters, Casters and Rolling-Mill Operators	12,651		Foundry Melting Casting NC II
				Foundry Melting Casting NC III
7234	Heavy Equipment Mechanics	12,681		Heavy Equipment Servicing (Mechanical) NC II
8123	Metal Heat Treating Plant Operators	12,811		Heat Treatment NC II
4116	Medical Transcriptionists	13,129		Medical Transcription NC II
8273	Electronic Equipment Assemblers	13,254		Electronics Products Assembly and Servicing NC II
				Electronics Back-End Operation NC II
				Electronics Front-of-Line Operation NC II
				Semiconductor Back-End Operation NC II
				Semiconductor Front-of-Line Operation NC II
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	13,326		Chemical Process Operations NC III
8271	Mechanical Machinery Assemblers	13,376		Automotive Mechanical Assembly NC II
				Automotive Mechanical Assembly NC III
7241	Building and Related Electricians	13,166		Electrical Installation and Maintenance NC II

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
				Electrical Installation and Maintenance NC III
				Electrical Installation and Maintenance NC IV
5113	Travel Guides	13,852		Local Guiding Services NC II
				Tourism Promotion Services NC II
7234	Agricultural or Industrial Machinery Mechanics and Fitters	14,593		Drying and Milling Plant Servicing NC III
7242	Electrical Mechanics and Fitters	14,909	24,048	Air Duct Servicing NC II
				Electrical Installation and Maintenance NC II
				Land-based Transport Refrigeration Servicing NC II
				RAC Servicing (DomRAC) NC II
				Transport RAC Servicing NC II
				Electrical Installation and Maintenance NC III
				Ice Plant Refrigeration Servicing NC III
				RAC Servicing (PACU-CRE) NC III
				Electrical Installation and Maintenance NC IV
8153	Chemical-Filtering and Separating Equipment Operators	15,071		Chemical Process Operations NC III
7243	Electronics Fitters	15,161		Consumer Electronics Servicing NC III
				Consumer Electronics Servicing NC IV
3118	Draftsmen	15,707		Technical Drafting NC II
4224	Telemarketers	15,476		Contact Center Services NC II
3433	Bookkeepers	15,863	17,006	Bookkeeping NC III
8121	Ore and Metal Furnace Operators	16,030		Foundry Melting Casting NC II
				Foundry Melting Casting NC III
3114	Electronics and Telecommunications	17,365	26,847	Consumer Electronics Servicing NC III

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
	Engineering Technicians			Electronics/Semiconductor Production Line Machine Servicing NC III Consumer Electronics Servicing NC IV
2132	Computer Programmers	17,423	52,331	Game Programming NC III Programming (.Net Technology) NC III Programming (Java) NC III Programming (Oracle Database) NC III
4221	Ticket Clerks, Travel Agency Clerks and Related Workers	17,441	19,845	Travel Services NC II
4225	Customer Service Representatives/Associates (in call centers)	18,812	29,351	Contact Center Services NC II
4225	Customer Service Representatives/Associates		19,356	Customer Services NC II
3414	Travel Consultants and Organizers		19,878	Events Management Services NC III
7246	Lineman, Line Installers and Cable Splicers		24,384	Telecom OSP and Subscriber Line Installation (Copper Cable/POTS and DSL) NC II Telecom OSP Installation (Fiber Optic Cable) NC II Transmission Line Installation and Maintenance NC II Transmission Line Installation and Maintenance NC III Transmission Line Installation and Maintenance NC IV
8161	Power-Production Plant Operators		30,887	Diesel Power Plant Operation and Maintenance NC II Diesel Power Plant Operation and Maintenance NC III
2452	Multi-Media Artists and Animators		no data	Animation NC II 2D Animation NC III 2D Game Art

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)		Training Regulation
		Low	High	
				Development NC III
				3D Animation NC III
				3D Game Art Development NC III
				Visual Graphic Design NC III
3471	Graphic Designers	no data	no data	Visual Graphic Design NC III

Source: Occupational Wages Survey, Philippine Statistics Authority

Based on the July 2016 Occupational Wages Survey data for selected occupations that require TVET qualifications, those who engage in Woodworking-Machine Setters and Setter-Operation receive the lowest Average Monthly Wage Rate at Php 7,823.00, while the Computer Programmers receive the highest Average Monthly Wage Rate at Php 52,331.00.

It would also be worth noting that there are variations in the Average Monthly Wage Rate in some occupations across industries.

Table 6: Average Monthly Wage Rate Difference by Occupation, July 2016

Occupation	Average Monthly Wage Rate Difference
Accounting and Bookkeeping Clerks	15,858
Shop Salespersons and Demonstrators	1,898
Welders and Flamecutters	2,851
Plumbers, Pipe Fitters and Other Related Workers	3,080
Motor Vehicle Mechanics and Related Trades Workers	19,691
Heavy Truck and Lorry Drivers	1,757
Technical and Commercial Sales Representatives	5,585
Electrical Mechanics and Fitters	9,139
Bookkeepers	1,143
Electronics and Telecommunications Engineering Technicians	9,482
Computer Programmers	34,908
Ticket Clerks, Travel Agency Clerks and Related Workers	2,404
Customer Service Representatives/Associates (in call centers)	10,539

Computer Programmers have the highest variation, followed by Motor Vehicle Mechanics and Related Trades Workers, in Average Monthly Wage Rate between the lowest and the highest values. Computer Programmers receive the highest salary in Computer Programming, Consultancy and Related Activities; Information Service Activities, while they receive the lowest salary in Medical Transcription Activities. Motor Vehicle Mechanics and Related Trades Workers receive the lowest salary in Land Transport and Transport via Pipelines except Transport via Buses industry, while they receive the highest salary in the Manufacture of Motor Vehicles, Trailers and Semi-Trailers.

The complete list of Industries, Occupations covered in the July 2016 Occupational Wages Survey that indicate their Average Monthly Wage Rates, as well as their corresponding Training Regulations are indicated in Annex A. It would be worth to note that the following industries have almost all its occupations matched with corresponding TESDA Training Regulations: Travel Agency, Tour Operator, Reservation Service and Related Activities, Accommodation and Food Service Activities and Construction.

Table 7. Industry Activities vis-à-vis TESDA Training Regulations for Tourism Sector

N79	Travel Agency, Tour Operator, Reservation Service and Related Activities	Average Monthly Wage Rate	TESDA Training Regulation
3414	Travel Consultants and Organizers	19,878	Events Management Services NC III
4121	Accounting and Bookkeeping Clerks	17,100	Bookkeeping NC III
4221	Travel Agency Clerks and Related Workers	19,845	Travel Services NC II
5113	Travel Guides	13,852	Local Guiding Services NC II
			Tourism Promotion Services NC II

I55/I56	Accommodation and Food Service Activities	Average Monthly Wage Rate	TESDA Training Regulation
4121	Accounting and Bookkeeping Clerks	13,705	Bookkeeping NC III
4222	Receptionists and Information Clerks	11,560	Front Office Services NC II
5120	Service Crew	10,841	Food and Beverage Services NC II
			Food and Beverage Services NC III
			Food and Beverage Service NC IV

I55/I56	Accommodation and Food Service Activities	Average Monthly Wage Rate	TESDA Training Regulation
5121	Housekeepers and Related Workers	10,906	Housekeeping NC II
			Housekeeping NC III
			Housekeeping NC IV
5122	Cooks	12,470	Cookery NC II
			Commercial Cooking NC III
			Commercial Cooking NC IV
5123	Waiters, Waitresses and Bartenders	10,953	Bartending NC II
			Barista NC II
9132	Helpers and Cleaners	10,323	Housekeeping NC II
			Housekeeping NC III
			Housekeeping NC IV

Table 8. Industry Activities vis-à-vis TESDA Training Regulations for Construction Sector

F41/F42/F43	Construction	Average Monthly Wage Rate	TESDA Training Regulation
4121	Accounting and Bookkeeping Clerks	14,959	Bookkeeping NC III
7122	Masons and Related Concrete Finishers	11,009	Masonry NC I
			Masonry NC II
			Masonry NC III
7123	Carpenters and Joiners	11,580	Carpentry NC II
			Carpentry NC III
7136	Plumbers, Pipe Fitters and Other Related Workers	12,686	Plumbing NC I
			Plumbing NC II
			Plumbing NC III
			Pipefitting NC II
7214	Structural Metal Preparers, Erectors and Related Workers	11,007	Scaffold Erection NC II
			Structural Erection NC II
			Reinforcing Steel Works NC II
7234	Heavy Equipment Mechanics	12,681	Heavy Equipment Servicing (Mechanical) NC II
7241	Building and Related Electricians	13,166	Electrical Installation and Maintenance NC II
			Electrical Installation and Maintenance NC III
			Electrical Installation and Maintenance NC IV

VII. Conclusions and Recommendations

There are evidences in the abovementioned literature that there are differences in wage rates in relation to education, training and skills. Additional education, training and apprenticeships can contribute to increase in wages. Additional education and training can help in skills upgrading, and even so with increasing wage rates.

However, the Occupational Wages Survey also showed us that there are also differences in wage rates across industries. There are differences in the average daily and monthly wage rates across industries. Industries that have higher than average daily and monthly wage rates are the following sectors:

1. Professional, Scientific and Technical Activities
2. Electricity, Gas, Steam and Air Conditioning Supply
3. Information and Communications
4. Financial and Insurance Activities
5. Education
6. Water Supply; Sewerage, Waste Management and Remediation Activities
7. Administrative and Support Service Activities
8. Real Estate Activities
9. Transportation and Storage

Industries that have lower than the average daily and monthly wage rates are the following sectors:

1. Construction
2. Mining and Quarrying
3. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
4. Accommodation and Food Service Activities
5. Manufacturing
6. Agriculture, Forestry and Fishing

Occupations such as Computer Programmers, Motor Vehicle Mechanics and Related Trades Workers, Accounting and Bookkeeping Clerks, and Customer Service

Representatives/Associates (in call centers) have the most differences in average wage rates across industries.

In the mapping of TESDA Training Regulations against industries and occupations, the Travel Agency, Tour Operator, Reservation Service and Related Activities, Accommodation and Food Service Activities and Construction industries have the most number of occupations with training regulations. Likewise, these are the sectors with the most number of registered programs and monitored enrolled and graduates.

Based on these results/findings, the following are recommended for the conduct of the comprehensive/full blown study on Payscale for PQF Levels I-V:

1. Best practices of different countries in setting the percentage for every additional certificate/s obtained by the workers can be consider in the formula that will be set for individuals that will acquire equivalent NC Level in the PQF Levels I-V. Among the countries, the practice of the United States of America, which is the 23% of the minimum statutory wage can be considered as applicable to the Philippine setting.
2. The comprehensive study on the pay scales is suggested to focus on the ***Tourism and Construction sectors***, given the following considerations:
 - 2.1. These sectors have Training Regulations corresponding to NC Levels I-IV;
 - 2.2. Accounted with the most number of registered programs;
 - 2.3. Sectors with the most number of recorded enrolled and graduates;and
 - 2.4. Have the potential labor market opportunities given the current trends and priorities of the government.

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Annex A - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines vis a vis TESDA Training Regulations: July 2016

(In Establishments Employing 20 and More Workers. Wage rates refer to the sum of the basic pay and regular/guaranteed cash allowances.)

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
Average of Selected Occupations		15,375^a	
A01/A02	Crop and Animal Production, Hunting and Related Service Activities; Forestry and Logging		
611	Field Crop Farm Workers	7,893	Agricultural Crops Production NC II
631	Forestry Workers	7,461	
632	Loggers	7,942	
1491	Farm/Plantation Supervisors	14,949	
1492	Forest Supervisors	13,255	
4121	Accounting and Bookkeeping Clerks	11,044	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,739	
A03	Fishing and Aquaculture		
641	Aqua-Farm Cultivators	7,516	Aquaculture NC II
4121	Accounting and Bookkeeping Clerks	12,070	Bookkeeping NC III
6420	Inland and Coastal Waters Fishermen	9,877	Fish Capture NC II
6430	Deep-Sea Fishermen	10,675	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,971	
B05/B06/B08	Mining of Coal and Lignite; Extraction of Crude Petroleum and Natural Gas; and Other Mining and Quarrying		
1430	Production Supervisors and General Foremen	14,203	Bookkeeping NC III
2114	Geologists	36,427	
2159	Mining Engineers	25,261	
4121	Accounting and Bookkeeping Clerks	13,348	
7111	Miners and Quarry Workers	9,734	
8111	Mining Plant Operators	10,792	
8112	Stone Processing Plant Operators	8,965	
8113	Well Drillers and Borers and Related Workers	6,826	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,920	
B07	Mining of Metal Ores		
1430	Production Supervisors and General Foremen	22,625	Bookkeeping NC III
2114	Geologists	39,138	
2159	Mining Engineers and Metallurgists	32,006	
3117	Mining and Metallurgical Engineering Technicians	12,185	
4121	Accounting and Bookkeeping Clerks	17,439	
7111	Miners	12,763	
7112	Shotfirers and Blasters	11,628	
8111	Mining Plant Operators	14,855	
8112	Mineral Ore Processing Plant Operators	11,103	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,574	
C10/C11	Manufacture of Food Products and Beverages		
741	Food Processing and Related Trades Workers	10,637	Food Processing NC I Food Processing NC II Food Processing NC III Food Processing NC IV
826	Food and Related Products Machine Operators	13,737	
1430	Production Supervisors and General Foremen	21,172	
2155	Food Technologists	19,099	
3116	Chemical Engineering Technicians	19,000	
3152	Quality Inspectors	14,271	
4121	Accounting and Bookkeeping Clerks	14,547	Bookkeeping NC III
4132	Production Clerks	11,782	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,640	
C13	Manufacture of Textiles		
1430	Production Supervisors and General Foremen	16,173	Bookkeeping NC III
3152	Quality Inspectors	11,385	
4121	Accounting and Bookkeeping Clerks	10,020	
7431	Fiber Preparers	9,553	
7432	Weavers, Knitters and Related Workers	9,800	
8251	Fiber Preparing, Spinning and Winding Machine Operators	11,026	
8252	Weaving and Knitting Machine Operators	10,842	
8254	Bleaching, Dyeing and Cleaning Machine Operators	11,445	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,036	
C14	Manufacture of Wearing Apparel		
1430	Production Supervisors and General Foremen	22,315	Bookkeeping NC III
3152	Quality Inspectors	8,465	
4121	Accounting and Bookkeeping Clerks	21,286	
4132	Production Clerks	10,982	
7433	Tailors, Dressmakers and Hatters	9,775	Tailoring NC II Dressmaking NC II
7434	Textile, Leather and Related Pattern Makers and Cutters	10,665	
7435	Sewers, Embroiderers and Related Workers	9,657	Tailoring NC II
8253	Sewing Machine Operators	9,689	Tailoring NC II Dressmaking NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,470	

^a The data refers to the average monthly wage rate across the selected occupations in the selected industries.

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
C15	Manufacture of Leather and Related Products		
1430	Production Supervisors and General Foremen	15,760	
3152	Quality Inspectors	10,745	
4121	Accounting and Bookkeeping Clerks	14,557	Bookkeeping NC III
4132	Production Clerks	11,290	
7441	Tanners	9,437	
7442	Shoemakers and Related Workers	8,508	Footwear Making NC II
8255	Leather Preparing Machine Operators	10,128	
8256	Shoemaking and Related Machine Operators	9,678	Footwear Making NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,350	
C162	Manufacture of Products of Wood, Cork, Straw and Plaiting Materials		
1430	Production Supervisors and General Foremen	15,314	
4121	Accounting and Bookkeeping Clerks	12,301	Bookkeeping NC III
4132	Production Clerks	9,397	
7421	Wood Treaters	8,290	
7423	Woodworking-Machine Setters and Setter-Operators	7,823	Foundry Pattern Making NC II Foundry Pattern Making NC III
8141	Wood Processing Plant Operators	10,004	
8240	Wood Products Machine Operators	10,217	
8275	Wood and Related Products Assemblers	10,093	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,701	
C17	Manufacture of Paper and Paper Products		
1430	Production Supervisors and General Foremen	20,233	
2154	Mechanical Engineers	21,456	
3115	Mechanical Engineering Technicians	14,852	
4121	Accounting and Bookkeeping Clerks	17,128	Bookkeeping NC III
4132	Production Clerks	11,906	
8142	Paper Pulp Plant Operators	11,060	
8143	Papermaking Plant Operators	13,210	
8276	Paperboard and Related Products Assemblers	11,567	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,305	
C18	Printing and Reproduction of Recorded Media		
1430	Production Supervisors and General Foremen	17,423	
2154	Mechanical Engineers	13,424	
2451	Journalists and Other Writers	13,318	
4121	Accounting and Bookkeeping Clerks	14,220	Bookkeeping NC III
4143	Proofreaders and Copymarkers	17,125	
7341	Compositors, Typesetters and Related Workers	11,832	
7342	Stereotypers and Electrotypers	12,766	
7343	Printing Engravers and Etchers	11,867	
7345	Bookbinders and Related Workers	11,281	
7347	Pressman Letterpress and Related Workers	11,821	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,381	
C19	Manufacture of Coke and Refined Petroleum Products		
1430	Production Supervisors and General Foremen	17,594	
2155	Chemical Engineers	29,522	
3116	Chemical Engineering Technicians	16,961	
4121	Accounting and Bookkeeping Clerks	17,530	Bookkeeping NC III
4132	Production Clerks	12,962	
7234	Industrial Machinery Mechanics and Fitters	15,805	
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	18,494	
8155	Petroleum Refining Plant Operators	14,870	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,130	
C20	Manufacture of Chemicals and Chemical Products		
1430	Production Supervisors and General Foremen	31,623	
2155	Chemical Engineers	30,005	
3116	Chemical Engineering Technicians	20,384	
4121	Accounting and Bookkeeping Clerks	15,489	Bookkeeping NC III
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	13,326	
8152	Chemical Heat-Treating Plant Operators	12,150	Chemical Process Operations NC III
8153	Chemical-Filtering and Separating Equipment Operators	15,071	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,145	
C21	Manufacture of Basic Pharmaceutical Products and Pharmaceutical Preparation		
1430	Production Supervisors and General Foremen	22,034	
2113	Pharmaceutical Chemists	17,903	
2155	Chemical Engineers	28,096	
3116	Chemical Engineering Technicians	11,676	
4121	Accounting and Bookkeeping Clerks	15,215	Bookkeeping NC III
8221	Pharmaceutical and Toiletary Products Machine Operators	11,426	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,763	
C221	Manufacture of Rubber Products		
1430	Production Supervisors and General Foremen	20,573	
2154	Mechanical Engineers	17,367	
2155	Chemical Engineers	19,391	
3116	Chemical Engineering Technicians	11,832	
3152	Quality Inspectors	12,291	

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
4121	Accounting and Bookkeeping Clerks	14,371	Bookkeeping NC III
4132	Production Clerks	13,012	
8231	Rubber Products Machine Operators	12,228	Rubber Production NC II Rubber Processing NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,071	
C222	Manufacture of Plastic Products		
1430	Production Supervisors and General Foremen	18,844	
2154	Mechanical Engineers	24,384	
2155	Chemical Engineers	25,920	
3116	Chemical Engineering Technicians	14,698	
3152	Quality Inspectors	12,753	
4121	Accounting and Bookkeeping Clerks	15,664	Bookkeeping NC III
4132	Production Clerks	11,974	
8232	Plastic Products Machine Operators	11,624	Plastic Machine Operation NC II Plastic Machine Operation NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,001	
C23	Manufacture of Other Non-Metallic Mineral Products		
732	Potters, Glass-Makers and Related Trades Workers	11,162	
813	Glass, Ceramics and Related Plant Operators	10,304	
1430	Production Supervisors and General Foremen	22,645	
2154	Mechanical Engineers	34,730	
3152	Quality Inspectors	18,580	
4121	Accounting and Bookkeeping Clerks	15,245	Bookkeeping NC III
4132	Production Clerks	13,561	
8212	Cement and Other Mineral Products Machine Operators	16,431	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,847	
C24	Manufacture of Basic Metals		
1430	Production Supervisors and General Foremen	22,537	
4121	Accounting and Bookkeeping Clerks	15,236	Bookkeeping NC III Foundry Molding NC II
7211	Metal Molders and Core Makers	11,543	Foundry Molding NC III Mold Making NC II
7213	Sheet-Metal Workers	10,479	
8121	Ore and Metal Furnace Operators	16,030	Foundry Melting Casting NC II Foundry Melting Casting NC III
8122	Metal Melters, Casters and Rolling-Mill Operators	12,651	Foundry Melting Casting NC II Foundry Melting Casting NC III
8123	Metal Heat Treating Plant Operators	12,811	Heat Treatment NC II
8124	Metal Drawers and Extruders	12,438	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,288	
C25	Manufacture of Fabricated Metal Products except Machinery and Equipment		
1430	Production Supervisors and General Foremen	18,580	
3152	Quality Inspectors	13,248	
4121	Accounting and Bookkeeping Clerks	14,695	Bookkeeping NC III Shielded Metal Arc Welding NC I Shielded Metal Arc Welding NC II Shielded Metal Arc Welding NC III Shielded Metal Arc Welding NC IV Gas Metal Arc Welding NC I Gas Metal Arc Welding NC II Gas Metal Arc Welding NC III Flux Cored Arc Welding NC I Flux Cored Arc Welding NC II Flux Cored Arc Welding NC III Gas Tungsten Arc Welding NC II Gas Tungsten Arc Welding NC IV Submerged Arc Welding (SAW) NC I Submerged Arc Welding (SAW) NC II Gas Welding NC I Gas Welding NC II
7212	Welders and Flamecutters	11,268	
7214	Structural Metal Preparers	11,506	Forging NC II
7221	Blacksmiths, Hammersmiths and Forging Press Operators	11,321	Forging NC III Press Machine Operation NC I
7223	Machine-Tool Setters and Setter-Operators	11,116	Machining NC I Machining NC II Machining NC III
8211	Machine Tool Operators	11,065	Painting Machine Operation NC II CNC Lathe Machine Operation NC II CNC Lathe Machine Operation NC III CNC Milling Machine Operation NC II CNC Milling Machine Operation NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,459	
C26	Manufacture of Computer, Electronic and Optical Products		
1430	Production Supervisors and General Foremen	28,499	
2153	Electronics and Telecommunications Engineers	27,413	Consumer Electronics Servicing NC III
3114	Electronics and Telecommunications Engineering Technicians	17,365	Consumer Electronics Servicing NC IV

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (\$)	Training Regulation
3114	Electronics and Telecommunications Engineering Technicians	17,505	Electronics/Semiconductor Production Line Machine Servicing NC III
3152	Quality Inspectors	11,781	
4121	Accounting and Bookkeeping Clerks	20,090	Bookkeeping NC III
4132	Production Clerks	11,706	
7243	Electronics Fitters	15,161	Consumer Electronics Servicing NC III Consumer Electronics Servicing NC IV Electronics Products Assembly and Servicing NC II Electronics Back-End Operation NC II Electronics Front-of-Line Operation NC II Semiconductor Back-End Operation NC II Semiconductor Front-of-Line Operation NC II
8273	Electronic Equipment Assemblers	13,254	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,706	
C27	Manufacture of Electrical Equipment		
1430	Production Supervisors and General Foremen	22,936	
2152	Electrical Engineers	20,548	
3113	Electrical Engineering Technicians	13,556	
3152	Quality Inspectors	12,588	
4121	Accounting and Bookkeeping Clerks	19,365	Bookkeeping NC III
4132	Production Clerks	15,124	
7242	Electrical Mechanics and Fitters	14,909	Electrical Installation and Maintenance NC II Electrical Installation and Maintenance NC III Electrical Installation and Maintenance NC IV
8272	Electrical Equipment Assemblers	10,182	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,379	
C28	Manufacture of Machinery and Equipment, n.e.c.		
1430	Production Supervisors and General Foremen	25,278	
2154	Mechanical Engineers	24,544	
3152	Quality Inspectors	13,988	
4121	Accounting and Bookkeeping Clerks	20,092	Bookkeeping NC III
4132	Production Clerks	12,869	
7212	Welders and Flamecutters	13,376	Shielded Metal Arc Welding NC I Shielded Metal Arc Welding NC II Shielded Metal Arc Welding NC III Shielded Metal Arc Welding NC IV Gas Metal Arc Welding NC I Gas Metal Arc Welding NC II Gas Metal Arc Welding NC III Flux Cored Arc Welding NC I Flux Cored Arc Welding NC II Flux Cored Arc Welding NC III Gas Tungsten Arc Welding NC II Gas Tungsten Arc Welding NC IV Submerged Arc Welding (SAW) NC I Submerged Arc Welding (SAW) NC II Gas Welding NC I Gas Welding NC II
7222	Tool Makers and Related Workers	21,517	
7234	Agricultural or Industrial Machinery Mechanics and Fitters	14,593	Drying and Milling Plant Servicing NC III
8271	Mechanical Machinery Assemblers	12,908	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,522	
C29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers		
1430	Production Supervisors and General Foremen	34,648	
2154	Mechanical Engineers	27,121	
3115	Mechanical Engineering Technicians	17,678	
3152	Quality Inspectors	14,624	
4121	Accounting and Bookkeeping Clerks	22,124	Bookkeeping NC III
7213	Sheet-Metal Workers	21,001	
7231	Motor Vehicle Mechanics and Related Trades Workers	31,505	Motorcycle/Small Engine Servicing NC II Automotive Servicing NC I Automotive Servicing NC II Automotive Servicing NC III Automotive Servicing NC IV Automotive Mechanical Assembly NC II Automotive Mechanical Assembly NC III
8271	Mechanical Machinery Assemblers	13,376	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,324	
C301	Building of Ships and Boats		
1430	Production Supervisors and General Foremen	21,355	
2154	Marine Engineers	22,623	
3152	Quality Inspectors	15,342	
4121	Accounting and Bookkeeping Clerks	14,967	Bookkeeping NC III
4132	Production Clerks	18,754	
7136	Plumbers, Pipe Fitters and Other Related Workers	10,587	Plumbing NC I Plumbing NC II Plumbing NC III Pipefitting NC II Shielded Metal Arc Welding NC I Shielded Metal Arc Welding NC II Shielded Metal Arc Welding NC III

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
7212	Welders and Flamecutters	10,525	Shielded Metal Arc Welding NC IV Gas Metal Arc Welding NC I Gas Metal Arc Welding NC II Gas Metal Arc Welding NC III Flux Cored Arc Welding NC I Flux Cored Arc Welding NC II Flux Cored Arc Welding NC III Gas Tungsten Arc Welding NC II Gas Tungsten Arc Welding NC IV Submerged Arc Welding (SAW) NC I Submerged Arc Welding (SAW) NC II Gas Welding NC I Gas Welding NC II
7214	Structural Metal Preparers, Erectors and Related Workers	10,831	
7215	Riggers and Cable Splicers	11,031	
7233	Marine Crafts Mechanics	10,939	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,753	

C31			
Manufacture of Furniture			
1430	Production Supervisors and General Foremen	16,364	
3152	Quality Inspectors	12,442	
3471	Decorators and Commercial Designers	12,058	
4121	Accounting and Bookkeeping Clerks	13,505	Bookkeeping NC III
4132	Production Clerks	11,493	
7422	Cabinet/Furniture Makers and Related Workers	9,297	Furniture Making (Finishing) NC II
7424	Rattan, Bamboo and Other Wicker Furniture Workers	9,375	
7436	Upholsterers and Related Workers	10,015	
8240	Wood Products Machine Operators	9,703	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,287	

D35			
Electricity, Gas, Steam and Air Conditioning Supply			
1430	Production Supervisors and General Foremen	47,101	
2152	Electrical Engineers	36,019	
3113	Electrical Engineering Technicians	33,299	
4121	Accounting and Bookkeeping Clerks	21,395	Bookkeeping NC III
4215	Debt Collectors and Related Workers	32,319	
4225 ^b	Customer Service Representatives/Associates (in call centers)	22,668	Contact Center Services NC II Land-based Transport Refrigeration Servicing NC II Ice Plant Refrigeration Servicing NC III
7242	Electrical Mechanics and Fitters	24,048	Air Duct Servicing NC II RAC Servicing (DomRAC) NC II RAC Servicing (PACU-CRE) NC III Transport RAC Servicing NC II Cable/POTS and DSL) NC II Telecom OSP Installation (Fiber Optic Cable) NC II
7246	Lineman, Line Installers and Cable Splicers	24,384	Transmission Line Installation and Maintenance NC II Transmission Line Installation and Maintenance NC III Transmission Line Installation and Maintenance NC IV
8161	Power-Production Plant Operators	30,887	Diesel Power Plant Operation and Maintenance NC II Diesel Power Plant Operation and Maintenance NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,605	

E36			
Water Collection, Treatment and Supply			
1430	Production Supervisors and General Foremen	32,205	
2151	Civil Engineers	68,957	
3112	Civil Engineering Technicians	18,957	
3152	Quality Inspectors	23,965	
4121	Accounting and Bookkeeping Clerks	21,282	Bookkeeping NC III
4215	Debt Collectors and Related Workers	17,607	
4225	Customer Service Representatives/Associates (in call centers)	20,039	Contact Center Services NC II Plumbing NC I Plumbing NC II Plumbing NC III Pipefitting NC II
7136	Plumbers, Pipe Fitters and Other Related Workers	13,667	
8163	Water-Treatment and Related Plant Operators	18,280	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,131	

^b OWS' code.

F41/F42/F43			
Construction			
1430	Production Supervisors and General Foremen	20,029	
2151	Civil Engineers	23,232	
4121	Accounting and Bookkeeping Clerks	14,959	Bookkeeping NC III Masonry NC I Masonry NC II Masonry NC III Carpentry NC II Carpentry NC III
7122	Masons and Related Concrete Finishers	11,009	
7123	Carpenters and Joiners	11,580	
7134	Insulation Workers	12,031	Plumbing NC I Plumbing NC II Plumbing NC III Pipefitting NC II
7136	Plumbers, Pipe Fitters and Other Related Workers	12,686	Scaffold Erection NC II

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
7214	Structural Metal Preparers, Erectors and Related Workers	11,007	Structural Erection NC II
7234	Heavy Equipment Mechanics	12,681	Reinforcing Steel Works NC II Heavy Equipment Servicing (Mechanical) NC II
7241	Building and Related Electricians	13,166	Electrical Installation and Maintenance NC II Electrical Installation and Maintenance NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,888	Electrical Installation and Maintenance NC IV
G45	Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles		
144	Sales Supervisors	19,969	
2411	Accountants and Auditors	16,640	
3415	Technical and Commercial Sales Representatives	12,646	Customer Services NC II
4121	Accounting and Bookkeeping Clerks	13,819	Bookkeeping NC III
4131	Stock Clerks	12,200	
4211	Cashiers	12,056	
5220	Shop Salespersons and Demonstrators	12,339	Customer Services NC II Motorcycle/Small Engine Servicing NC II
7231	Motor Vehicle Mechanics and Related Trades Workers	12,230	Automotive Servicing NC I Automotive Servicing NC II Automotive Servicing NC III Automotive Servicing NC IV
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,572	
G46	Wholesale Trade except of Motor Vehicles and Motorcycles		
144	Sales Supervisors	30,158	
2411	Accountants and Auditors	29,917	
3415	Technical and Commercial Sales Representatives	18,231	Customer Services NC II
4121	Accounting and Bookkeeping Clerks	14,276	Bookkeeping NC III
4131	Stock Clerks	12,749	
4211	Cashiers	12,801	
4224	Telemarketers	16,844	
5220	Shop Salespersons and Demonstrators	12,259	Customer Services NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,905	
G47	Retail Trade except of Motor Vehicles and Motorcycles		
144	Sales Supervisors	15,381	
2411	Accountants and Auditors	19,099	
4121	Accounting and Bookkeeping Clerks	10,841	Bookkeeping NC III
4131	Stock Clerks	10,546	
4211	Cashiers	10,312	
4224	Telemarketers	15,476	Contact Center Services NC II
5220	Shop Salespersons and Demonstrators	10,441	Customer Services NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,533	
H49 excl. H492	Land Transport and Transport via Pipelines except Transport via		
1421	Road Transport Service Supervisors	17,198	
4121	Accounting and Bookkeeping Clerks	13,364	Bookkeeping NC III
4133	Transport Clerks (Dispatchers)	12,716	
7231	Motor Vehicle Mechanics and Related Trades Workers	11,814	Motorcycle/Small Engine Servicing NC II Automotive Servicing NC I Automotive Servicing NC II Automotive Servicing NC III Automotive Servicing NC IV
8324	Heavy Truck and Lorry Drivers	12,477	Driving (Articulated Vehicle) NC III
9333	Freight Handlers	11,851	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,211	
H492	Transport via Buses		
1421	Road Transport Service Supervisors	12,746	
4121	Accounting and Bookkeeping Clerks	17,821	Bookkeeping NC III
4133	Transport Clerks (Dispatchers)	13,444	
4221	Ticket Clerks	12,615	
5112	Bus Conductors	11,333	
5114	Bus Inspectors	13,220	
7231	Motor Vehicle Mechanics and Related Trades Workers	12,717	Automotive Servicing NC I Automotive Servicing NC II Automotive Servicing NC III Automotive Servicing NC IV
8323	Bus Drivers	11,686	Driving (Passenger Bus/Straight Truck) NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,005	
H50	Water Transport		
1423	Maritime Transport Service Supervisors	21,352	
3141	Ship's Engineers	40,784	
3142	Ships' Deck Officers and Pilots	26,852	
4121	Accounting and Bookkeeping Clerks	14,092	Bookkeeping NC III
4133	Transport Clerks	16,673	
4221	Ticket Clerks	10,309	
5111	Travel Attendants and Travel Stewards	12,161	
7233	Marine Crafts Mechanics	13,683	
8340	Ships' Deck Crews and Related Workers	14,067	
9333	Freight Handlers	12,248	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,437	

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
H51	Air Transport		
1422	Air Transport Service Supervisors	29,615	
3143	Aircraft Pilots, Navigators and Flight Engineers	116,714	
4121	Accounting and Bookkeeping Clerks	14,281	Bookkeeping NC III
4133	Transport Clerks	19,212	
4221	Ticket Clerks	17,441	Travel Services NC II
5111	Travel Attendants and Travel Stewards	15,110	
7232	Aircraft Engine Mechanics and Fitters	36,840	
9333	Freight Handlers	18,339	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,807	
H52	Warehousing and Support Activities for Transportation		
3422	Clearing and Forwarding Agents	15,571	
4121	Accounting and Bookkeeping Clerks	18,077	Bookkeeping NC III
8324	Heavy Truck and Lorry Drivers	14,234	Driving (Articulated Vehicle) NC III
9333	Freight Handlers	11,213	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,163	
I55/I56	Accommodation and Food Service Activities		
2411	Accountants and Auditors	21,885	
4121	Accounting and Bookkeeping Clerks	13,705	Bookkeeping NC III
4222	Receptionists and Information Clerks	11,560	Front Office Services NC II
5120	Service Crew	10,841	Food and Beverage Services NC II Food and Beverage Services NC III Food and Beverage Service NC IV
5121	Housekeepers and Related Workers	10,906	Housekeeping NC II Housekeeping NC III Housekeeping NC IV
5122	Cooks	12,470	Cookery NC II Commercial Cooking NC III Commercial Cooking NC IV
5123	Waiters, Waitresses and Bartenders	10,953	Bartending NC II Barista NC II Housekeeping NC II
9132	Helpers and Cleaners	10,323	Housekeeping NC III Housekeeping NC IV
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,449	
J58	Publishing Activities		
1430	Production Supervisors and General Foremen	36,338	
2154	Mechanical Engineers	29,518	
2451	Journalists and Other Writers	22,156	
4121	Accounting and Bookkeeping Clerks	15,869	Bookkeeping NC III
4143	Proofreaders and Copymarkers	18,130	
7341	Compositors, Typesetters and Related Workers	14,064	
7342	Stereotypers and Electrotypers	23,445	
7343	Printing Engravers and Etchers	17,094	
7345	Bookbinders and Related Workers	20,881	
7347	Pressman Letterpress and Related Workers	18,059	
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	14,977	
J590^b	Animated Films and Cartoons Production		
2452	Multi-Media Artists and Animators	c	2D Animation NC III 3D Animation NC III Animation NC II Visual Graphic Design NC III 2D Game Art Development NC III 3D Game Art Development NC III
2455	Art Directors	c	
3131	Film and Video Editors	19,832	
3471	Graphic Designers	c	Visual Graphic Design NC III
4121	Accounting and Bookkeeping Clerks	15,159	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	c	
J61	Telecommunications		
1429	Communications Service Supervisors	33,918	
2153	Electronics and Telecommunications Engineers	32,197	
3114	Electronics and Telecommunications Engineering Technicians	21,380	Consumer Electronics Servicing NC III Consumer Electronics Servicing NC IV
4112	Telefax/Teleprinters/Telex Clerks	9,421	
4121	Accounting and Bookkeeping Clerks	19,549	Bookkeeping NC III
4223	Telephone Switchboard Operators	19,262	
4225	Customer Service Representatives/Associates (in call centers)	18,812	Contact Center Services NC II Broadband Installation (Fixed Wireless Systems) NC II
7245	Telecommunication Equipment Installers and Repairers	12,613	Cable/POTS and DSL) NC II Telecom OSP Installation (Fiber Optic Cable) NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	12,329	
J62/J63	Computer Programming, Consultancy and Related Activities; Information Service Activities		
2131	Systems Analysts and Designers	51,069	

b OWS' code.
c No data.
r Revised.

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
2132	Computer Programmers	52,331	Programming (.Net Technology) NC III Programming (Java) NC III Programming (Oracle Database) NC III Game Programming NC III
2153	Electronics and Telecommunications Engineers	26,427	
2157	Computer Engineers	34,300	
3114	Electronics and Telecommunications Engineering Technicians	26,847	Consumer Electronics Servicing NC III Consumer Electronics Servicing NC IV
3121	Computer Assistants	27,227	
3122	Computer Equipment Operators	18,813	
4113	Data Entry Operators	18,790	
4121	Accounting and Bookkeeping Clerks	25,878	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,706	
K64 excl. K6411	Financial Service Activities except Insurance, Pension Funding and Central Banking		
2122	Statisticians	41,480	
2411	Accountants and Auditors	47,756	
2441	Economists	40,865	
3411	Securities and Finance Dealers and Brokers	89,831	
3433	Bookkeepers	17,006	Bookkeeping NC III
4121	Accounting and Bookkeeping Clerks	13,781	Bookkeeping NC III
4122	Statistical and Finance Clerks	14,581	
4212	Tellers	17,008	
4215	Debt Collectors and Related Workers	12,885	
4225	Customer Service Representatives/Associates (in call centers)	19,206	Contact Center Services NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	8,351	
K65	Insurance, Reinsurance and Pension Funding except Compulsory Social Security		
2121	Actuaries	60,477	
2122	Statisticians	33,589	
2132	Computer Programmers	50,674	
2411	Accountants and Auditors	45,717	
3412	Insurance Representatives	21,282	
3417	Appraisers and Valuers	28,981	
4121	Accounting and Bookkeeping Clerks	20,168	Bookkeeping NC III
4122	Statistical and Finance Clerks	20,021	
4215	Debt Collectors and Related Workers	23,492	
4225	Customer Service Representatives/Associates (in call centers)	29,351	Contact Center Services NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	14,370	
L68	Real Estate Activities		
3413	Real Estate Agents	17,002	
4121	Accounting and Bookkeeping Clerks	15,312	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,497	
M692	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy		
2411	Accountants and Auditors	22,752	
3433	Bookkeepers	15,863	Bookkeeping NC III
4113	Data Entry Operators	18,284	
4121	Accounting and Bookkeeping Clerks	13,801	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,999	
M711	Architectural and Engineering Activities and Related Technical		
2114	Geologists	34,676	
2141	Architects	27,463	
2151	Civil Engineers	30,478	
2152	Electrical Engineers	30,676	
2156	Geodetic Engineers	32,181	
3112	Civil Engineering Technicians	12,510	
3113	Electrical Engineering Technicians	15,078	
3118	Draftsmen	15,707	Technical Drafting NC II
4121	Accounting and Bookkeeping Clerks	18,922	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	13,480	
N79	Travel Agency, Tour Operator, Reservation Service and Related Activities		
3414	Travel Consultants and Organizers	19,878	Events Management Services NC III
4121	Accounting and Bookkeeping Clerks	17,100	Bookkeeping NC III
4221	Travel Agency Clerks and Related Workers	19,845	Travel Services NC II
5113	Travel Guides	13,852	Local Guiding Services NC II
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	15,000	Tourism Promotion Services NC II
N8221	Call Center Activities (Voice)		
2132	Computer Programmers	37,865	Programming (.Net Technology) NC III Programming (Java) NC III Programming (Oracle Database) NC III Game Programming NC III
2157	Computer Engineers	49,335	
3121	Computer Assistants	22,559	
4121	Accounting and Bookkeeping Clerks	22,507	Bookkeeping NC III
4225	Customer Service Representatives/Associates	19,356	Customer Services NC II

2009 PSIC/ PSOC 2002 Update	Industry/Occupation	Average Monthly Wage Rates (P)	Training Regulation
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	14,072	
N82226	Medical Transcription Activities		
2132	Computer Programmers	17,423	Programming (.Net Technology) NC III Programming (Java) NC III Programming (Oracle Database) NC III
2157	Computer Engineers	18,305	
3121	Computer Assistants	18,326	
4116	Medical Transcriptionists	13,129	Medical Transcription NC II
4121	Accounting and Bookkeeping Clerks	14,936	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,129	
P85	Education except Public Education		
2310	College, University and Higher Education Teaching Professionals	25,453	
2320	Technical and Vocational Instructors/Trainers	18,244	
2331	General Secondary Education Teaching Professionals	15,344	
2332	Science and Mathematics Teaching Professionals	16,373	
2333	Vocational Education Teaching Professionals	17,315	
2341	General Elementary Education Teaching Professionals	15,634	
2342	Science and Mathematics Elementary Education Teaching Professionals	17,553	
2351	Pre-Elementary Education Teaching Professionals	15,406	
4121	Accounting and Bookkeeping Clerks	15,222	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,096	
Q86	Human Health Activities except Public Health Activities		
2221	Medical Doctors	35,640	
2222	Dentists	23,526	
2225	Nutritionists-Dietitians	15,022	
2227	Medical Technologists	14,115	
2228	Physiotherapists	12,860	
2231	Professional Nurses	12,662	
2232	Professional Midwives	11,678	
3133	Medical Equipment Operators	12,834	
4121	Accounting and Bookkeeping Clerks	12,441	Bookkeeping NC III
9400	Unskilled Workers except Janitors, Messengers and Freight Handlers	9,701	

Source of data: Philippine Statistics Authority, 2016 Occupational Wages Survey.

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