

TECHNICAL NOTES

2024 Occupational Wages Survey

I. Introduction

I.1. Background of the Survey

The Occupational Wages Survey (OWS) is a designated statistics under Executive Order No. 352 dated July 1, 1996, and is recognized as one of the important statistical activities in the country that generates critical data as inputs to decision-making of the government sector and the private sector.

The OWS measures the wage disparities across occupations and industries within the country. It also identifies inequalities between workers in low-wage and high-wage occupations.

Objectives

The OWS aims to generate wage statistics that serve as critical inputs for policies related to wage and salary administration. These wage statistics are particularly crucial in matters concerning wage-fixing, price policies, and collective bargaining negotiations.

Occupational wage rates are used to measure wage differences across occupations and industries, specifically wage differentials and wage inequality in typically low-wage and high-wage occupations. Industry data on basic pay and allowances can be used to measure wage differentials across industries for investment decisions and as a reference in periodic adjustments of minimum wages. The wage data collected from the OWS can be used for international comparability, as the industry and occupation codes used in the survey are the current standard codes used internationally.

Specifically, the OWS data on the Average Monthly Occupational Wage Rates of Selected Occupations is included as one of the variables committed by the Philippine Government to be regularly generated and disseminated under the Special Data Dissemination

Standard (SDDS) of the International Monetary Fund. The SDDS serves as a reference to member countries in the dissemination of economic and financial data.

I.2. Historical Information on the Survey

The initial objective of the OWS was to generate wage estimates in aid of minimum wage determination. Starting from its first conduct in 1989, the OWS underwent multiple reviews and redesigns in order to improve the survey.

- Original survey generates the data of average monthly wage rates of 22 low-paying/prevalent occupations in 21 non-agricultural industries (establishments employing at least 5 workers) and monthly median wage rates in all major non-agricultural industries.
- In 1994, the total employment of covered establishments was raised to 10 workers or more.
- In 1996, the OWS was redesigned to focus on the wage rates of relatively skilled occupations in industries likely to be affected by the changing global and economic structure.
- In 1997, OWS covered the complete enumeration of non-agricultural establishments employing 50 persons or more.
- In 2001, the OWS was reviewed relative to the covered industries and occupations and the reference period. At most 10 occupations were covered in each of the selected industries based on the 2001-2002 Key Indicators of the Labour Market of the ILO, the Occupational Employment Survey of the US Bureau of Labor Statistics, and the list of emerging occupations from PSA surveys
- In 2002, OWS coverage was limited to Metro Manila due to budget cuts. This was also when the wage rates of two benchmark occupations (Accounting and Bookkeeping Clerks and Unskilled Workers) were monitored in all of the covered industries.
- In 2006, the employment size cut-off of sample establishments was lowered to 20 persons.
- In 2012, pre-determined industries totaled to 50 due to the inclusion of agriculture, forestry and fishery; and the splitting and merging of original industry domains with the adoption of the 2009 PSIC.
- The number of industries and occupations being included to be covered for wage monitoring continually grew as emerging

industry trends change. In 2014, there were a total of 188 occupations in the 69 covered industries.

- In 2018, the OWS reference period was changed from July to August in order to capture the implementation of Regional Wage Orders.
- In 2020, the domain J62/J63 computer programming, consultancy and related activities; information service activities were separated into two separate industry domains.

The latest 2024 OWS, which is the fifteenth survey in the series, now covers a total of 78 industries with a total of 693 industry-specific occupations.

Periodicity and Reference Period: The OWS is conducted every two years, with the payroll period as of 31 August 2024 as the reference period.

I.3. Scope and Coverage

Geographical: The whole country.

Establishments: The OWS is confined to the formal establishments employing 10 persons or more, that is comprised of the following:

- a. corporations and partnerships
- b. cooperatives and foundations
- c. single proprietorship with and without branches

Persons: Time-rated workers on full-time basis.

Industrial: Agricultural and non-agricultural industries, except central banking, public administration and defense and compulsory social security; retail sale via stalls and markets, jeepney and AUV operation; tricycle, calesas, pedicabs operations; public education services; public medical, dental and other health services; cockpits operation activities, musical band or band in operation during fiestas; activities of membership organizations; activities of households as employers of domestic personnel; undifferentiated goods-and-services-producing activities of households for own use; and activities of extra-territorial organizations and bodies.

For purposes of monitoring occupational wage rates, Benchmark Occupations including (1) General Office Clerks, and (2) Elementary Occupations, among the 78 industries were covered by the survey.

From the 78 industries, 67 industries have specific occupations that were monitored and were identified based on the following:

- Philippine Development Plan 2017-2022 Priority Sectors;
- Strategic Investment Priority Plan (SIPP) by the Department of Trade and Industry (DTI);
- Manufacturing Resurgence Program by the Department of Trade and Industry (DTI);
- Philippine Inclusive Innovation Industrial Strategy (i3s) by DTI;
- Trabaho, Negosyo, at Kabuhayan Key Employment Generating Sectors (KEGS) by the DTI and the Department of Labor and Employment (DOLE);
- National Technical Education and Skills Development Plan (NTSEDP) 2018-2022 by TESDA;
- Brunei, Indonesia, Malaysia, Philippines – East ASEAN Growth Area (BIMP-EAGA) Vision 2025;
- Industries likely to be affected by General Agreement on Tariffs and Trade (GATT);
- ILO industrial committees and similar bodies; and
- Emerging industries, as in the case of Digital Economy: Transport Services; Animated Films and Cartoons Production; Computer Programming, Consultancy and Related Activities; Information Service Activities; Real Estate Activities; Call Center Activities (Voice); Back-Office Operations Activities (Non-Voice); and Medical Transcription Activities.

Occupations: The 2024 OWS Part II gathers data on basic pay and allowances of time-rated workers in Benchmark Occupations, which refer to occupations that are widespread or common to all establishments and are usually at or near the bottom of the wage scale or mostly low-paid occupations. These Benchmark Occupations are (1) General Office Clerks, and (2) Elementary Occupations in all industries covered by the survey.

In addition to the two benchmark occupations, the OWS also monitors industry-specific occupations. These identified occupations were surveyed across 67 industries.

The specific occupations for monitoring wage rates were selected based on the following:

- Relative importance of the occupations in the industry;
- Consultations with employers and workers groups, government agencies and the academe;
- Catalogue of the Occupational Skills Standards for National Certification Program of the Technical Education and Skills Development Authority;
- Occupations covered by the ILO October Inquiry on Occupational Wages and Hours of Work;
- Occupational Employment Survey (OES) of the US Bureau of Labor Statistics;
- JobsFit 2022 Labor Market Information Report;
- Results from the previous OWS;
- As determined and selected by the Department of Labor and Employment; and
- As a predominant occupation based on the results of the Labor Force Survey of the Philippine Statistics Authority.

II. Data Collection

II.1. Data Collection Procedure

The field operation of the 2024 OWS was conducted nationwide, with the distribution of questionnaires starting on 16 September 2024. Statistical Researchers (SRs) were hired by PSA Field Offices to personally deliver/distribute the questionnaires to the sample establishments. Retrieval/collection of the questionnaires commenced within ten (10) working days from delivery to the establishment or on a date agreed upon by the contact person and the SR.

OWS Occupational Sheet, containing the list of monitored occupations, was inserted in the questionnaire of an establishment whose industry belongs to the 67 pre-determined industries that were being monitored on occupational wage rates. If the industry of such an establishment has been misclassified in the sampling frame or has changed its main economic activity, the appropriate OWS Occupational Sheet was provided by the SR.

II.2. The Instrument and Data Items Collected

The 2024 OWS utilized the following to capture data of sample establishments:

1. Self-administered questionnaire through a printed questionnaire; and
2. Electronic copy of the questionnaire in fillable portable document format (.pdf) or Excel (.xlsx) file format.

The following data items were inquired about in the 2024 OWS:

- a) Number of time-rated workers on full-time basis by sex;
- b) Total basic pay and total allowance for time-rated workers on full-time basis by sex;
- c) Time unit, amount of basic pay and allowance by number of time-rated workers on full-time basis of benchmark and monitored occupations in selected industries.

III. Methodology

III.1. Sampling Unit

The statistical unit was the establishment. Each unit was classified into an industry that reflects its main economic activity. The main economic activity was the activity that contributed the biggest or a major portion of the gross income or revenue of the establishment.

III.2. Sampling Frame

The frame used for the 2024 OWS was extracted from the 2024 updated List of Establishments (LE) based on the 2023 preliminary results of the Updating of List of Establishments (ULE). This frame was used to draw the sample establishments for the surveys.

The List of Establishments (LE) is the list of all operating establishments nationwide, which is the main source of the statistical frame for all establishment-based and enterprise-based surveys/censuses conducted by the PSA. The geographic location, industry classification and total employment of the establishments are the primary variables being considered and used in the sampling design of these surveys/censuses.

In accordance with the specified scope and coverage provided to the Service and Industry Census Division (SICD), the final frame for the 2024 OWS consists of 113,029 establishments in operation and formal sector establishments employing 10 or more workers nationwide.

III.3. Sampling design

The survey uses a stratified systematic sampling design. The first stratification variable is a two-digit to five-digit industry classification based on the 2019 Updates to the 2009 Philippine Standard Industrial Classification (PSIC). The second stratification variable is total employment (TE), or the total number of employed individuals, with three strata as follows:

Employment Stratum	Total Employment	Stratum Classification
1	10-99	Non-Certainty
2	100-199	Non-Certainty
3	200 and over	Certainty

III.4. Domains

Industry Domains - The industry domains, which are also referred to as industry stratum for the 2024 OWS, are the 2-digit level (division), 3-digit (group), and 4-digit (class) of the 2019 Updates to the 2009 PSIC. A total of seventy-two (78) industries were considered as domains.

Employment Domains – The employment domain of the survey covers the small, medium and large establishments. With the exclusion of employment size one to nine, as they were not covered in the 2022 OWS, the employment domains that were based on NSO and Small and Medium Enterprise Development Council Resolution No. 1, Series of 2003, adopting the definition of Micro Small Medium Enterprise (MSME) according to employment size, were reclassified into:

Total Employment	Size
10-99	Small - 1
100-199	Medium – 2
200 or more	Large - 3

Regional Domains - Within the employment size included in the non-certainty stratum, sampling units for all industries are further stratified by region.

The allocation of samples across regions is based on the third quarter 2021 PSGC Updates to include the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM). The BARMM was created pursuant to Republic Act No. 11054 or the Bangsamoro Organic Law and ratified through two-round plebiscites on 21 January 2019 and 06 February 2019. The BARMM is composed of the provinces of Basilan, Lanao del Sur, Maguindanao, Sulu, and Tawi-Tawi, the City of Cotabato, and the 63 barangays from different municipalities of the Province of Cotabato.

III.5. Sample Size and Selection Procedure

III.5.1. Sample size determination and Allocation

For the 2024 OWS, the total number of samples was 16,600 establishments, which was computed to generate reliable estimates for the domains or a target coefficient of variation of 9.0 percent for each domain. The total sample size included an additional sample of 10.0 percent to account for possible non-response.

A **certainty stratum** is defined as the stratum whose sampling ratio is 100 percent. In this stratum, all establishments are taken as samples. The selection probabilities and sampling weights of establishments under this stratum are 1. For the **non-certainty stratum**, only sample establishments are taken.

Certainty stratum

Establishments employing 200 or more workers were taken with certainty since, although they represent only about 4 percent of all establishments with 10 or more workers, they account for approximately **50 percent** of total employment in such establishments.

Accordingly, a total of **4,416** sample establishments were considered as certainty units.

Non-certainty Stratum

Establishments in small (10-99) and medium (100-199) were considered in the non-certainty stratum.

Initial sample size determination

The initial sample size at the national level for the small (10–99) and medium (100–199) employment strata was determined using standard sampling parameters, including the number of establishments in the frame, target coefficient of variation, implied relative error, design effect, number of strata per industry, and a 10 percent adjustment to anticipate non-response.

Further adjustments were made in the sample size for some industry domains based on the available population from the frame. As a result, these industries may have been considered in the certainty stratum as mentioned above.

Sample size allocation of the non-certainty units by Region

The initial sample size determined at the national level for the non-certainty stratum, based on employment size and industry, was distributed to regions using the KISH allocation procedure:

$$n_{ij} = n_i \left[\frac{\sqrt{\frac{1}{L^2} + IW_h^2}}{\sum_{ij=1}^L \sqrt{\frac{1}{L^2} + IW_h^2}} \right]$$

where:

n_{ij} - sample size in the i^{th} industry-employment stratum and j^{th} region

n_i - initial sample size for the i^{th} industry-employment stratum

L - total number of strata (region)

I - set at 1.5 to allow approximately proportional allocation for each stratum

W_h - survey weight which is equal to $\left(\frac{N_{ij}}{N_i} \right)$,
where:

N_{ij} = population size for ij^{th} stratum

N_i = total population size

Further adjustments were made to the initially computed sample size for each stratum for the availability of population units and pre-determined certainty units for some industry strata due to a few number of establishments existing in the population.

Final Sample Size

The adjusted sample size for the non-certainty stratum after KISH allocation procedure was then added to the certainty strata, i.e., 200 and over employment size group (4,416 establishments).

Thus, the total number of samples for the 2024 OWS is **16,600**.

III.5.2. Sample selection

Specifically, for the non-certainty strata, sample establishments are selected for each industry stratum using systematic sampling.

III.6. Estimation Procedure

III.6.1. Survey Weights

Base Weight

The base weight is the inverse of the probability of selection. The base weight for each domain is given by:

$$w_{hk} = \frac{N_h}{n_h}$$

where:

W_{hk} - base weight of the k^{th} establishment in the h^{th} stratum

N_h - total number of establishments in the h^{th} stratum

n_h - total number of sample establishments in the h^{th} stratum

h - refers to the region-industry-employment stratum

a. Adjustment Due to Stratum Jumper

To take into account stratum jumpers, such as changes in employment size and/or industry classification, the base weight was adjusted as follows:

$$w'_{hk} = \frac{N_h - z_{ho}}{n_h - z_{ho}}$$

where:

w'_{hk} - adjusted base weight of the k^{th} establishment in the h^{th} stratum

N_h - total number of establishments in the h^{th} stratum

n_h - total number of sample establishments in the h^{th} stratum

z_{ho} - total number of outbound stratum jumpers in the h^{th} stratum

b. Adjustment Due to Non-responding Samples

To take into account the non-responding sample establishments, the adjustment factor by region and industry section is as follows:

$$A_h = \frac{\sum_{k=1}^{n_h} (w'_{hk}) (X_{1hk})}{\sum_{k=1}^{n'_h} (w'_{hk}) (X_{2hk})}$$

where:

A_h - adjustment factor in the h^{th} stratum

w'_{hk} - adjusted base weight of the k^{th} sample establishment in the h^{th} stratum

X_{1hk} - eligibility status of the k^{th} sample establishment in the h^{th} stratum
(1 if eligible, 0 otherwise)

X_{2hk} - responding status of the k^{th} sample establishment in the h^{th} stratum
(1 if responding, 0 otherwise)

n_h - total number of sample establishments in the h^{th} stratum

n'_h - total number of eligible sample establishments in the h^{th} stratum
that is, $n'_h = \sum_{k=1}^{n_h} X_{1hk}$

Final Weight

The final weight is the product of the base weight and the adjustment factor. That is,

$$w_{fhk} = (A_{hk})(w'_{hk})$$

where:

w_{fhk} - final weight of the k^{th} establishment in the h^{th} stratum

A_{hk} - adjustment factor of the k^{th} establishment in the h^{th} stratum

w'_{hk} - adjusted base weight of the k^{th} establishment in the h^{th} stratum

III.6.2. Estimation of Totals and Means

Total by Geographic Domain

The estimator for the total of a characteristic in each geographic domain is given by:

$$\hat{Y}_r = \sum_{i=1}^{I_r} \hat{Y}_{ir}$$

or

$$\hat{Y}_r = \sum_{j=1}^{J_r} \hat{Y}_{jr}$$

where:

I_r - total number of industry strata in geographic domain r

J_r - total number of employment strata in geographic domain r

Total by Industry Stratum (National)

The estimator for the national total of a characteristic in each industry domain/stratum is given by:

$$\hat{Y}_i = \sum_{r=1}^R \hat{Y}_{ir}$$

where:

R - total number of regions

Total by Employment Stratum (National)

The estimator for the national total of a characteristic in each employment domain/stratum is given by:

$$\hat{Y}_j = \sum_{r=1}^R \hat{Y}_{jr}$$

National Total

The estimator for the national total of a characteristic is given by:

$$\hat{Y} = \sum_{i=1}^I \hat{Y}_i$$

or

$$\hat{Y} = \sum_{j=1}^J \hat{Y}_j$$

where:

I - total number of industry strata

J - total number of employment strata

Means

For the 2024 OWS, sample values of basic pay and allowances for industry-specific occupations whose basis of payment is by hour or by day are converted into a standard monthly equivalent, assuming 309 working days and 8 hours per day. Daily rate is multiplied by 25.75 (days) while hourly rate is multiplied by 206 (hours/day).

The average monthly basic pay and allowance is computed from the total standard monthly equivalent over the total number of workers. Further, the average monthly allowance is computed for the total number of workers receiving a basic pay regardless of whether a worker received an allowance or not.

III.6.3. Estimation of Measures of Precision

$$\text{Coefficient of Variation} = \left(\frac{\text{Standard Error}}{\text{Estimate}} \right) * 100$$

where:

Estimate can be Average Monthly Basic Pay, Allowance, or Wage

- **Coverage of the sampling frame:** Partially updated.
- **Sampling error/Sampling variance:** Starting with the 2006 survey round, coefficients of variation on occupational wage rates were published.
- **Non-response rate:** For the 2024 OWS, the non-response rate in terms of eligible units is **8.8 percent**.
- **Non-sampling errors:** These may occur due to inaccuracies in reporting by establishments and enumerators, mistakes in coding, editing and data entry. However, efforts are made to reduce non-sampling errors by careful design of the questionnaire, intensive training of survey personnel, linkages with key informants (employers' and workers' groups,

government agencies and the academe) and through adoption and documentation of efficient operating procedures.

- **Conformity with other sources:** In relation to the reference period of the OWS or a period close to it, the survey results are compared with the employment of the ISLE and the regional minimum wage rates.
- **Estimates for non-survey years:** Not relevant

III.7. Other Related Topics

III.7.1. Adjustments

Total by Geographic Domain

- **Non-response:** Non-response is taken into account in the weighing procedure.
- **Other bias:** No adjustments are made.
- **Use of benchmark data:** No benchmark data is used.
- **Use of other surveys:** No other survey data are used.
- **Seasonal variations:** Not applicable.

IV. Concepts and Definitions of Terms

Establishment - an economic unit, which engages under a single ownership or control, i.e. under a single legal entity, in one or predominantly one kind of economic activity at a single fixed physical location.

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

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

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

Basic pay - the remuneration or the amount of money a worker receives regularly for their work. It includes pay for normal/regular working time before deductions for employees' social security contributions (e.g., SSS/GSIS, PhilHealth, PAG-IBIG) and withholding taxes, etc. However, basic pay excludes overtime, night shift differential, and other premium pay; commissions, tips, and shares of employees in service charges; payments in kind; allowances; and bonuses and gratuities.

Allowances - the supplementary payment or benefit provided to a worker, in addition to their basic pay. It includes cost-of-living allowance (COLA) and other guaranteed cash payments given regularly. It excludes, however, reimbursements for travel, entertainment, meals, and other expenses, etc., incurred in conducting the business of the employer; cost of uniform/working clothes; bonuses and gratuities; family allowances; and payments in kind.

Benchmark occupations - to occupations monitored in all industries covered by the survey. It serves as a standard or point of reference against which other occupations may be compared or assessed. The OWS specifically collects data on these two benchmark occupations: (1) General Office Clerks and (2) Elementary Occupations.

Gender Wage Gap - the difference of the average wage of female workers to the average wage of male workers divided by the male average wage.

V. Dissemination of Results and Revisions

V.1. Schedule of Release

For 2024 OWS, the schedule of release is as follows:

- Release of Results - 31 October 2025
- Posting of Press Release, Infographics, Statistical Tables, Social Media Cards and Technical Notes - 31 October 2025

V.2. Forms of Dissemination

Results of the 2024 OWS will be disseminated through the posting of Press Release, Statistical/Publication Tables, and Infographics on the PSA website, and PX files in OpenSTAT. Likewise, publication through the 2024 OWS Final Report will also be available on the OWS landing page of the PSA website. Further, a dissemination forum together with the results of the 2023/2024 ISLE will be conducted.

VI. Citation

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Link: <https://psa.gov.ph/statistics/occupational-wages-survey/technical-notes>

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