



PRESS RELEASE

Average Monthly Wage Rate of Time-Rated Workers on Full-Time Basis in the Philippines was at PhP 21,544 in 2024

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The 2024 Occupational Wages Survey (OWS) covered formal establishments, employing 10 or more workers nationwide. The survey focused on collecting data on the basic pay and allowances of time-rated workers on full-time basis on all major industry groups. The OWS aims to generate reliable wage statistics that serve as critical inputs for developing and implementing policies related to wage and salary administration.

I. Wages of Time-Rated Workers on Full-Time Basis in All Industries

A. Average Monthly Wage Rates

Workers in the Information and Communications industry received the highest average monthly wage rate of PhP 43,676

Wage refers to the sum of basic pay and regular cash allowances. In 2024, the average monthly wage rate of time-rated workers on full-time basis was PhP 21,544, with an average monthly basic pay of PhP 20,309 and average monthly allowance of PhP 1,235. (Figure 1, and Tables 1 and 2)

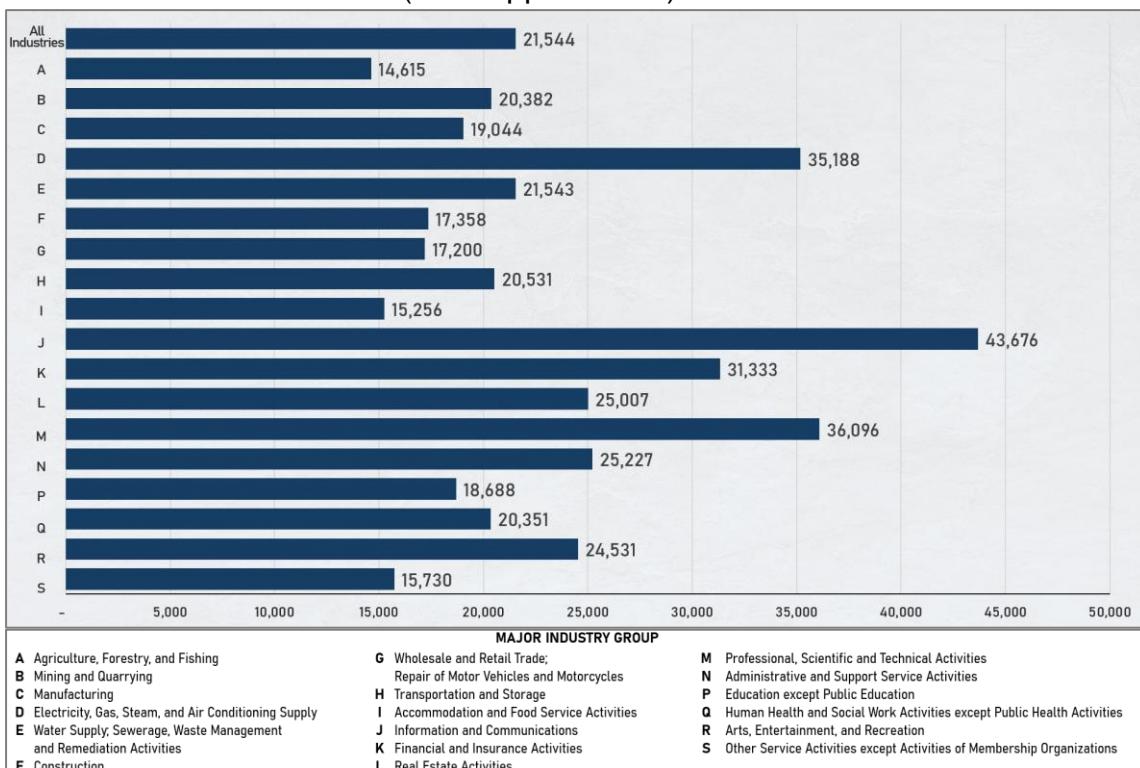
Among industry groups, Information and Communications had the highest average monthly wage rate for time-rated workers on full-time basis at PhP 43,676. This was followed by Professional, Scientific, and Technical Activities at PhP 36,096 and Electricity, Gas, Steam, and Air Conditioning Supply at PhP 35,188. Conversely, the Agriculture, Forestry, and Fishing industry had the lowest average monthly wage rate at PhP 14,615. (Figure 1 and Table 1)



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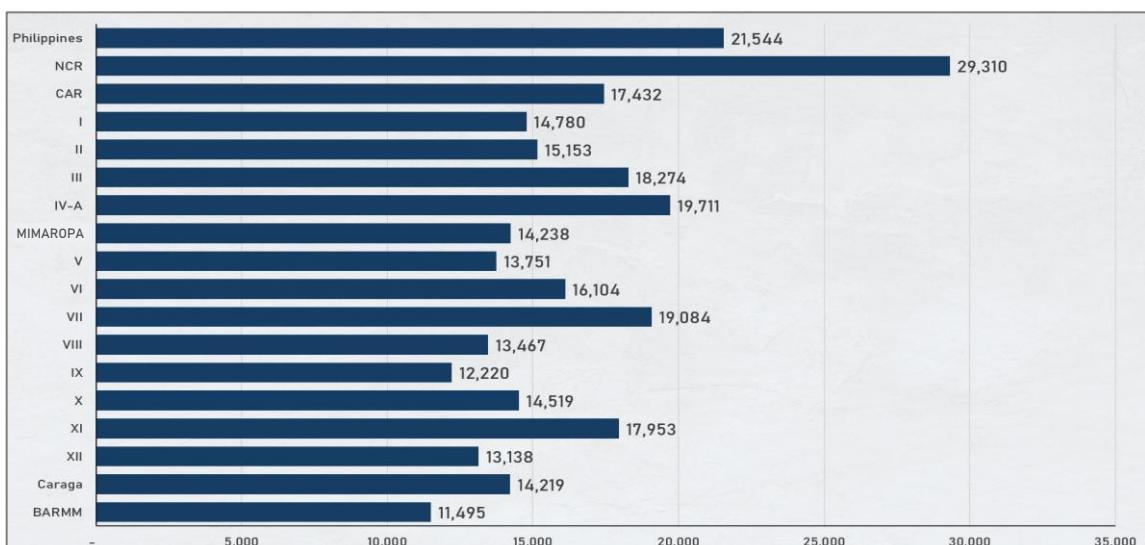
**Figure 1. Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis by Major Industry Group, Philippines: August 2024
(in Philippine Peso)**



Source: Philippine Statistics Authority, 2024 Occupational Wages Survey

Across regions, NCR paid the highest average monthly wage rate for time-rated workers on full-time basis at PhP 29,310, followed by CALABARZON with PhP 19,711 and Central Visayas at PhP 19,084. Meanwhile, the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) paid the lowest average monthly wage rate of PhP 11,495. (Figure 2 and Table 2)

**Figure 2. Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis by Region, Philippines: August 2024
(in Philippine Peso)**



Note: Sulu province is still part of BARMM. Provinces under the Negros Island Region are still under Region 6 and Region 8.

Source: Philippine Statistics Authority, 2024 Occupational Wages Survey

The highest average monthly basic pay and allowance were both observed in the National Capital Region, with PhP 27,318 and PhP 1,992, respectively

Industries that paid the highest average monthly basic pay in 2024 were Information and Communications (PhP 40,931), Professional, Scientific, and Technical Activities (PhP 32,553), and Electricity, Gas, Steam, and Air Conditioning Supply (PhP 31,062). On the contrary, Agriculture, Forestry, and Fishing posted the lowest average monthly basic pay at PhP 14,191. (Table 1)

Among regions, NCR reported the highest average monthly basic pay of PhP 27,318. This was followed by CALABARZON and Central Visayas with PhP 18,754 and PhP 18,055, respectively. On the other hand, BARMM reported the lowest average monthly basic pay of PhP 11,169. (Figure 3 and Table 2)

Figure 3: Average Monthly Basic Pay of Time-Rated Workers on Full-Time Basis in Three-Highest Paying Regions, Philippines: August 2024

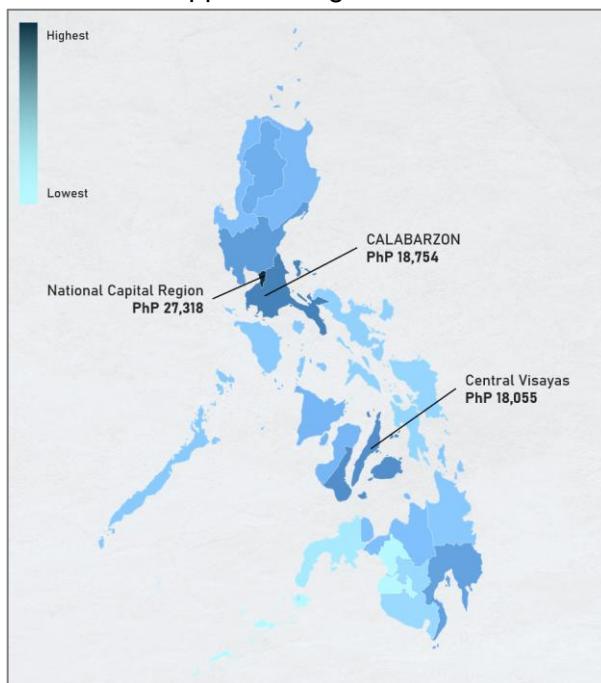
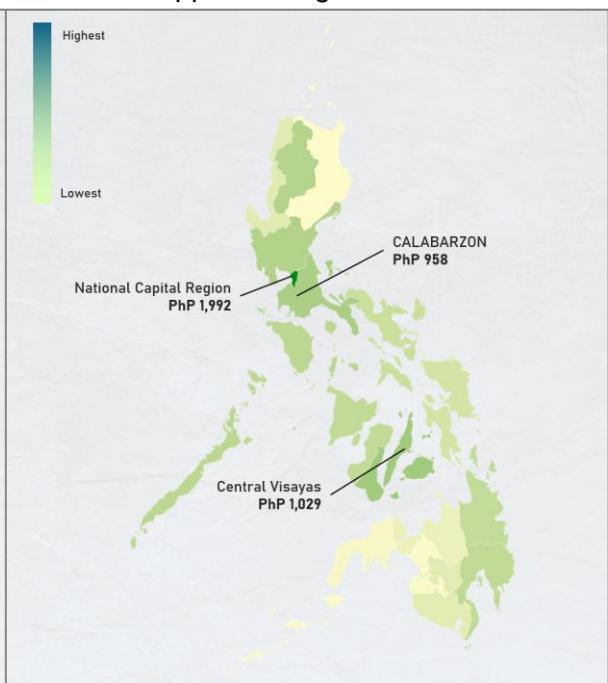


Figure 4: Average Monthly Allowance of Time-Rated Workers on Full-Time Basis in Three-Highest Paying Regions, Philippines: August 2024



Note: Sulu province is still part of BARMM. Provinces under the Negros Island Region are still under Region 6 and Region 8.

Source: Philippine Statistics Authority, 2024 Occupational Wages Survey

Electricity, Gas, Steam, and Air Conditioning Supply provided the highest average monthly allowance with PhP 4,127

Among industry groups, the highest average monthly allowances were observed in Electricity, Gas, Steam, and Air Conditioning Supply at PhP 4,127; Professional, Scientific, and Technical Activities at PhP 3,543; and Information and Communications at PhP 2,745. Conversely, the Agriculture, Forestry, and Fishing industry reported the lowest average monthly allowance of PhP 424. (Table 1)

Across regions, the highest average monthly allowances were observed in NCR (PhP 1,992), Central Visayas (PhP 1,029), and CALABARZON (PhP 958). Meanwhile, Cagayan Valley reported the lowest average monthly allowance of PhP 304. (Figure 4 and Table 2)

A. Gender Wage Gap

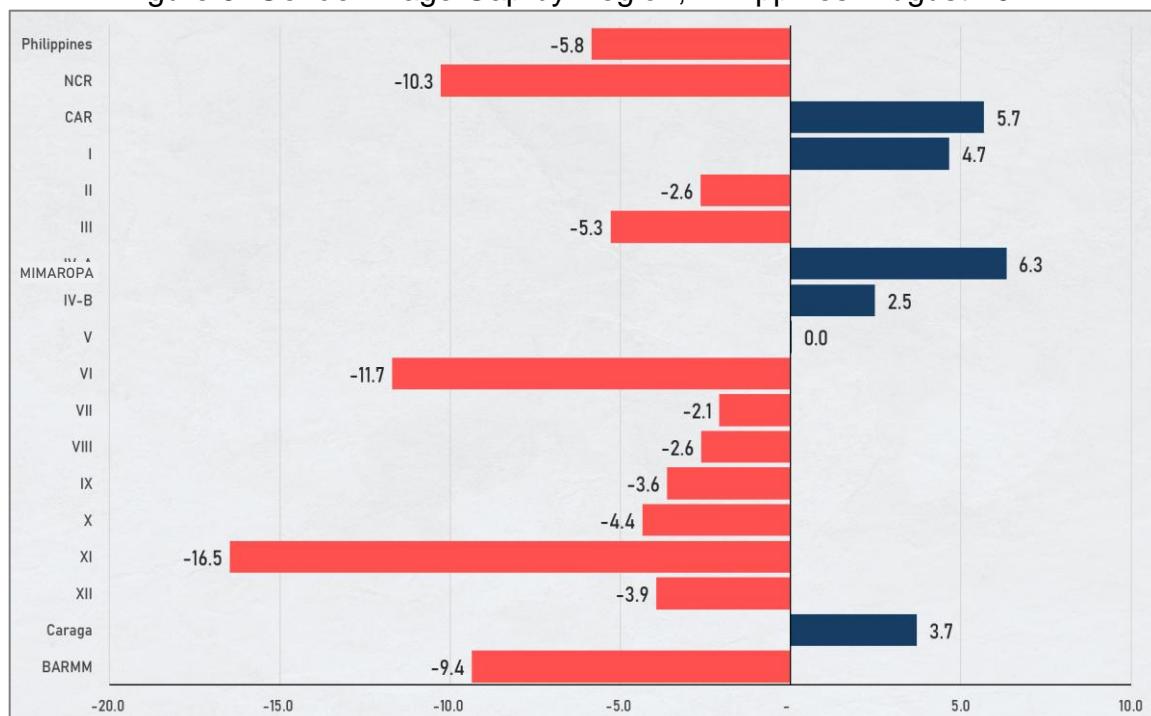
Eleven regions posted higher average monthly wage rates for female workers

Gender wage gap measures the difference in average monthly wages between male and female time-rated workers employed on a full-time basis. A *positive* value indicates that male workers earned more on average than female workers, while a *negative* value means female workers have higher average earnings.

At the national level, female workers earned an average of PhP 22,236 per month, compared to PhP 21,009 for male workers. This resulted in an overall gender wage gap of -5.8 percent, indicating that female workers earned higher average monthly wages than their male counterparts. (Figure 5, and Tables 3 and 4)

Geographically, 11 out of 17 regions reported a negative gender wage gap, indicating higher average earnings for female workers in these regions. The largest negative gaps were observed in Davao Region (-16.5%), Western Visayas (-11.7%), and NCR (-10.3%). On the other hand, the regions where male workers continued to earn more on average included CALABARZON (6.3%), the Cordillera Administrative Region (5.7%), and Ilocos Region (4.7%). (Figure 5 and Table 4)

Figure 5. Gender Wage Gap by Region, Philippines: August 2024



Note: Sulu province is still part of BARMM. Provinces under the Negros Island Region are still under Region 6 and Region 8.

Source: Philippine Statistics Authority, 2024 Occupational Wages Survey

II. Wages of Time-Rated Workers on Full-Time Basis in Specific Occupations and Industries

A. Top 10 Highest Paid Occupations in Specific Industries

Aircraft pilots and associate professionals in the Air Transport industry earned the highest average monthly wage rate of PhP 137,999

Among the different time-rated workers on full-time basis from specific occupations and industries, aircraft pilots and related associate professionals in the Air Transport industry received the highest average monthly wage rate of PhP 137,999. This was followed by air traffic safety electronics technicians in the Air Transport industry with an average monthly wage rate of PhP 131,536, and chemical engineers in the Manufacture of Coke and Refined Petroleum Products with PhP 101,996.

Mathematicians and actuaries and applications programmers, both in Insurance, Reinsurance and Pension Funding except Compulsory Social Security ranked fourth and fifth with average monthly wage rates of PhP 99,154 and PhP 96,360, respectively. (Figure 6)

Figure 6. Top 10 Highest-Paying Occupations in Specific Industries by Average Monthly Wage Rate, Philippines: August 2024

Average Monthly Wage Rate	Occupation	Industry
PhP 137,999	 Aircraft Pilots and Related Associate Professionals	Air Transport
PhP 131,536	 Air Traffic Safety Electronics Technicians	Air Transport
PhP 101,996	 Chemical Engineers	Manufacture of Coke and Refined Petroleum Products
PhP 99,154	 Mathematicians and Actuaries	Insurance, Reinsurance and Pension Funding except Compulsory Social Security
PhP 96,360	 Applications Programmers	Insurance, Reinsurance and Pension Funding except Compulsory Social Security
PhP 79,064	 Web and Multimedia Developers	Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities
PhP 73,804	 Application Programmers	Information Service Activities
PhP 71,237	 Mathematicians and Actuaries	Telecommunications
PhP 66,180	 Software Developers	Publishing Activities
PhP 65,806	 Industrial and Production Engineer	Electricity, Gas, Steam and Air Conditioning Supply

*Note: Monitored occupations were selected based on their prevalence and representation of their corresponding industry.
Source: Philippine Statistics Authority, 2024 Occupational Wages Survey*

Other highly paid occupations included web and multimedia developers in Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities (PhP 79,064); applications programmers in Information Service Activities (PhP 73,804); mathematicians and actuaries in Telecommunications (PhP 71,237); software developers in Publishing Activities (PhP 66,180); and industrial and production engineers in Electricity, Gas, Steam and Air Conditioning Supply (PhP 65,806). (Figure 6)

B. Benchmark Occupations

Benchmark occupations, including general office clerks and elementary occupations, received an average monthly wage rate of PhP 19,721 and PhP 13,506, respectively

B.1. General Office Clerks

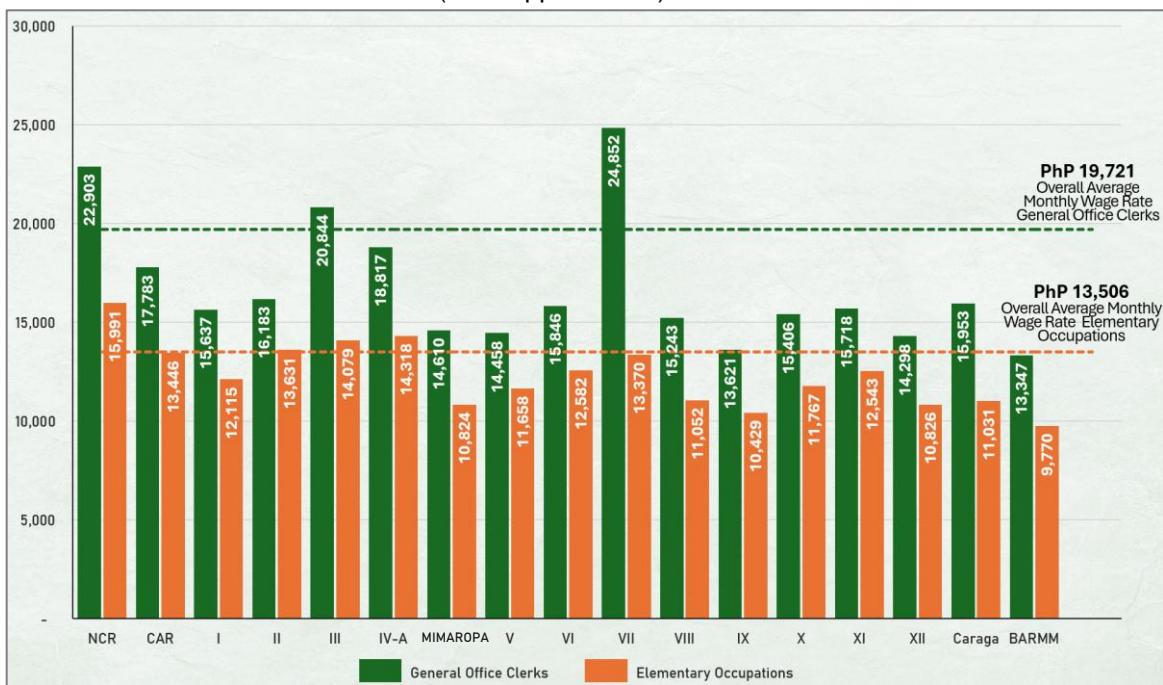
General office clerks perform a range of clerical and administrative tasks according to established procedures. In 2024, the overall average monthly wage rate of general office clerks was recorded at PhP 19,721. (Tables 5 and 6)

By sex, male general office clerks earned slightly more, with an average monthly wage rate of PhP 20,132, compared with PhP 19,444 for female general office clerks. (Table 5)

Industries that paid general office clerks the highest average monthly wage rates were Electricity, Gas, Steam, and Air Conditioning Supply (PhP 30,398); Information and Communications (PhP 25,649); and Administrative and Support Service Activities (PhP 25,600). In contrast, Other Service Activities except Activities of Membership Organization paid the lowest average monthly wage rate for general office clerks at PhP 15,859. (Table 5)

By region, general office clerks received the highest average monthly wage rate in Central Visayas at PhP 24,852, followed by NCR (PhP 22,903) and Central Luzon (PhP 20,844). On the other hand, general office clerks in BARMM received the lowest average monthly wage rate of PhP 13,347. (Figure 7 and Table 6)

**Figure 7. Average Monthly Wage Rates of Benchmark Occupations by Region, Philippines: August 2024
(in Philippine Peso)**



Note: Sulu province is still part of BARMM and provinces under the Negros Island Region are still under Region 6 and Region 8.

Source: Philippine Statistics Authority, 2024 Occupational Wages Survey

B.2. Elementary Occupations

Elementary occupations involve simple routine tasks that often require manual labor, the use of hand-held tools, and considerable physical effort. In 2024, the overall average monthly wage rate for workers in elementary occupations was PhP 13,506. (Tables 7 and 8)

Among workers in this category, male workers were paid a higher average monthly wage rate of PhP 13,554 compared to their female counterparts with PhP 13,376. (Table 7)

Across all industries, Electricity, Gas, Steam, and Air Conditioning Supply paid the highest average monthly wage rate for elementary occupations, with PhP 22,259. This was followed by Information and Communications with PhP 15,706 and Water Supply; Sewerage, Waste Management and Remediation Activities with PhP 15,562. Conversely, Agriculture, Forestry, and Fishing paid the lowest average monthly wage rate for workers in the elementary occupations, with PhP 12,110. (Table 7)

Regional wage disparities showed that the highest average monthly wage rates for workers in the elementary occupations were observed in NCR (PhP 15,991), CALABARZON (PhP 14,318), and Central Luzon (PhP 14,079). Meanwhile, BARMM paid the lowest average monthly wage rate of PhP 9,770 for the same occupation. (Figure 7 and Table 8)

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