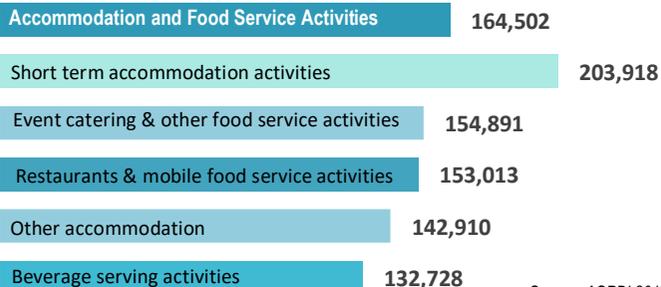


Average Annual Compensation per Employee by Industries Group, Accommodation and Food Service Activities, Philippines:

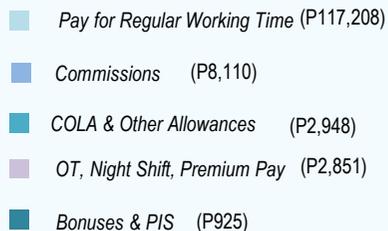
2017 (in PhP)



Source: ASPBI 2017

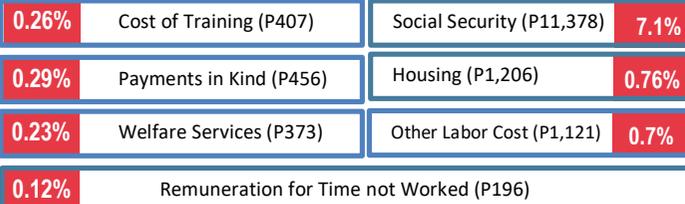
Based on the Annual Survey of Philippine Business and Industry of the PSA, the average annual compensation in the Accommodation and Food Service Activities is P164,502 per employee. Workers in short term accommodation activities reported the highest average annual compensation amounting to P203,918.

Annual Total Labor Cost: P159,495

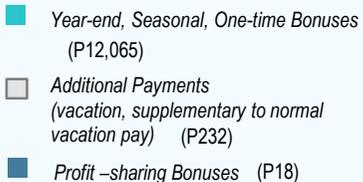


Direct Wages

(P132,042)
82.8%



Bonuses & Gratuities



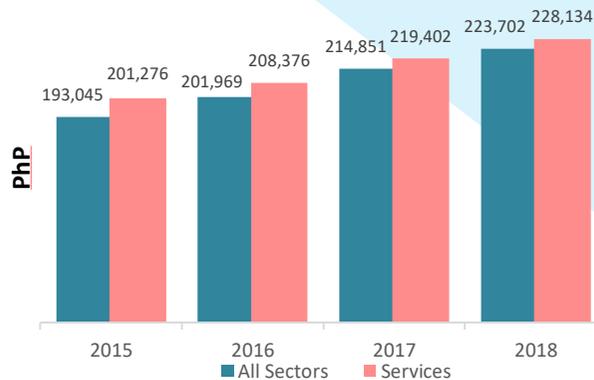
Source: Labor Cost Survey

The annual labor cost in the Hotel and Restaurant industry totals P159,495 per worker. Of the total, 82.8% or P132,042 was received as part of workers' direct wages; 7.7% or P12,316 as bonuses and gratuities; and 7.1% or P11,378 accounted as payment for social security.

Labor Productivity, Philippines: 2015-2018

(at constant prices)

Levels (in PhP)

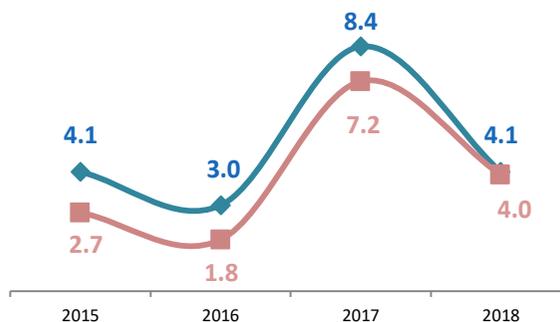


Source: PSA

Value-added per worker increased from P193,045 in 2015 to P223,702 in 2018 or by an annual average growth rate of 4.9%.

Value-added per worker in the service sector also grew from P201,276 to P228,134, albeit slower than the national average or by 3.9% during the same period.

Growth Rate (%)



Source: PSA

PAY STANDARDS & PRACTICES

Accommodation and Food Services

This industry includes provision of short-stay accommodation for visitors and other travelers, and meals and drinks fit for immediate consumption.

For more information:

www.nwpc.dole.gov.ph

www.facebook.com/dole.nwpc

Or call:

8527-8011

8527-8014

(Wage Policy and Research Division)

(Planning and Information Division)



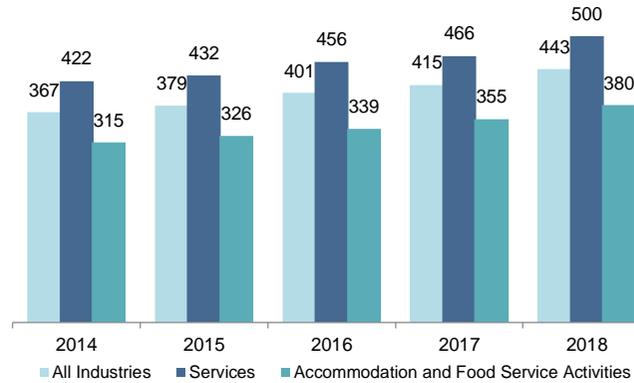
National Wages and Productivity Commission
Department of Labor and Employment
Philippines

Wage and Wage-Related Benefits under the Labor Code of the Philippines

- 
Minimum Wage
 Lowest wage that an employer should pay his workers, as fixed by the RTWPBs.
- 
Holiday Pay
 100% of the daily rate if unworked
 200% of the daily rate if worked
- 
13th Month Pay
 Not less than one-twelfth (1/12) of the total basic pay earned in a calendar year
- 
5-Day SIL
 Workers are entitled to a 5-day service incentive leave after one-year of service, and every year thereafter
- 
Separation Pay
 Equivalent to ½ or 1 month pay for every year of service depending on the authorized cause of the separation
- 
Overtime Pay
 25% of the effective hourly basic rate
- 
Premium Pay
 30% of the daily basic rate
- 
Night Shift Differential Pay
 10% of the effective hourly basic rate for work performed between 10 p.m. and 6 am.
- 
Service Charges
 To be distributed completely and equally among covered workers except managerial employees.
- 
Retirement Pay
 Daily rate x 22.5 days x number of years of service

Compensation and Benefits

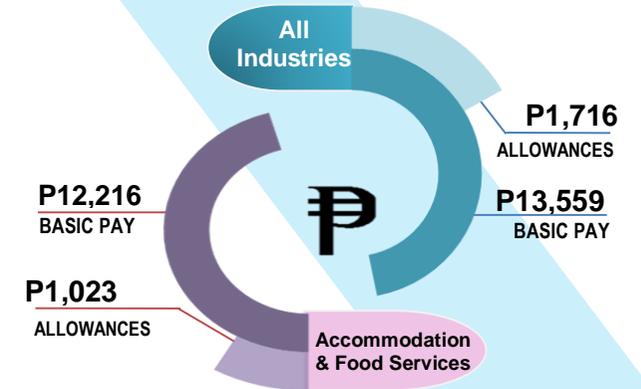
Average Daily Basic Pay of Wage and Salary Workers, Accommodation and Food Service Activities, Philippines: 2014-2018 (in PhP)



Source: Labor Force Survey

Data from the household-based Labor Force Survey showed that average daily basic pay of workers increased from P367 in 2014 to P443 in 2018 or by 20.7%. The average pay in Accommodation and Food Service Activities was lower, but likewise increased from P315 to P380, or by 20.6%.

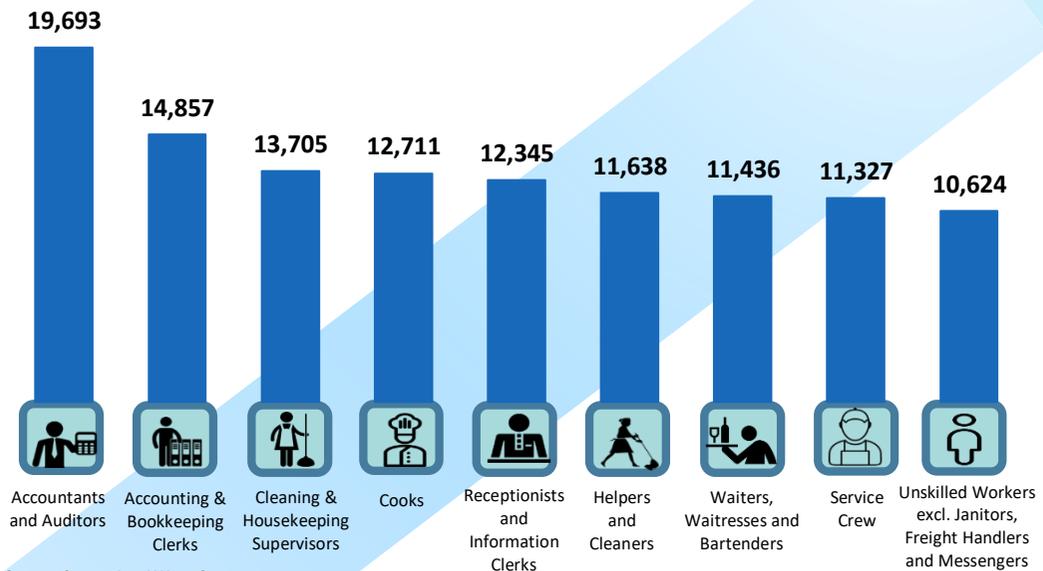
Median Monthly Basic Pay and Allowances, Accommodation and Food Services, Philippines: August 2018



Source: Occupational Wages Survey

Average monthly basic pay as of August 2018 stood at P13,559 while monthly allowance at P1,716 based on establishment data gathered from the Occupational Wages Survey (OWS). It also showed that during the period average monthly basic pay in the Accommodation and Food Services was estimated at P12,216, and average monthly allowance at P1,023.

Average Monthly Wage Rates of Full-Time Workers in Accommodation and Food Services, Philippines: August 2018 (in PhP)



Source: Occupational Wage Survey

Among workers in the Accommodation and Food Services covered by the OWS, accountants and auditors received the highest monthly pay at P19,693, followed by accounting and bookkeeping clerks at P14,857.

Among the covered service workers, cooks were the highest paid at P12,711. Helpers and cleaners, as well as waiters, waitresses and bartenders receive on average, P11,638 and P11,436. Least paid were service crews at P11,327.