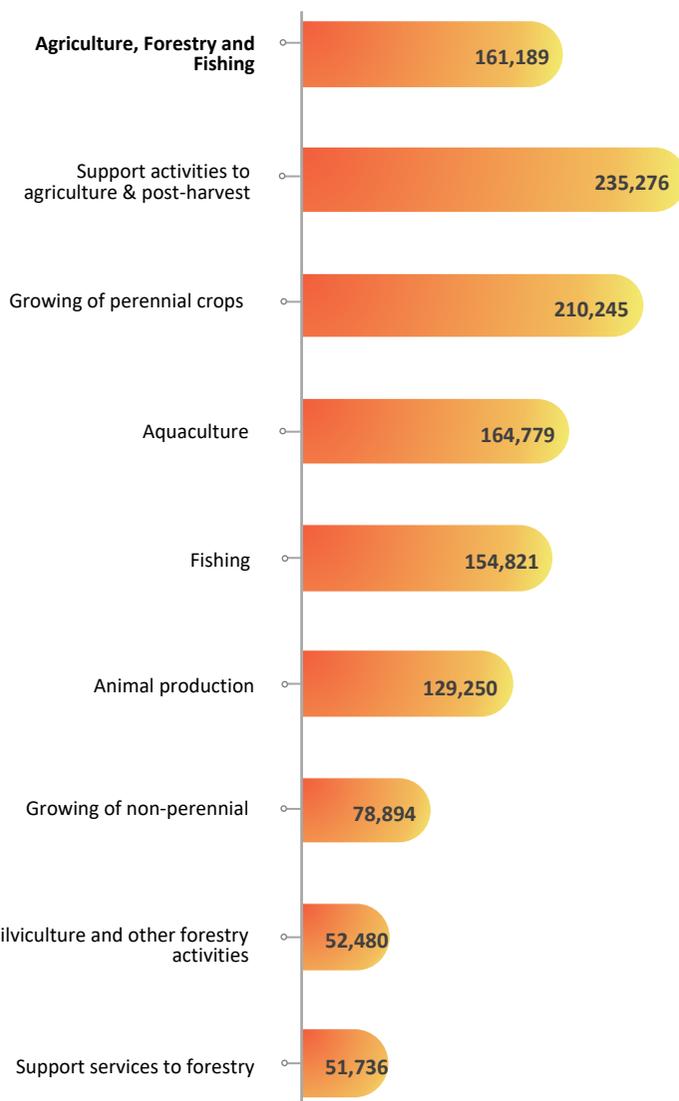


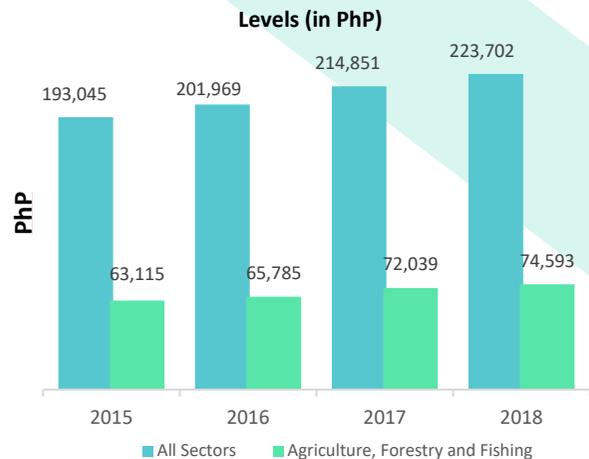
## Average Annual Compensation per Employee in Agriculture, Philippines: 2017 (in PhP)



Source: ASPBI 2017

Based on the Annual Survey of Philippine Business and Industry of the PSA, the average annual compensation in the agriculture sector was P161,189 per employee. Workers in support activities to agriculture and post-harvest crops reported the highest average annual compensation amounting to P235,276.

## Labor Productivity, Philippines: 2015-2018 (at constant prices)



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 agriculture sector grew slightly faster by an annual average of 5.6% but from a more moderate level of P63,115 in 2015 to P74,593 in 2018.

### Growth Rate (%)



Source: PSA

### For more information:



[www.nwpc.dole.gov.ph](http://www.nwpc.dole.gov.ph)



National Wages and Productivity Commission



(02) 8527-8014 / 8527-8011

# PAY STANDARDS & PRACTICES

## Agribusiness

Encompasses the commercial aspect related to agriculture or agriculture activities. This monograph focuses on agriculture, forestry and fishing, or the activities related to agricultural input production, and farm operations and management.



ISO 9001:2015 CERTIFIED

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 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 a.m.



### Service Charges

to be distributed completely and equally among the covered workers except managerial employees

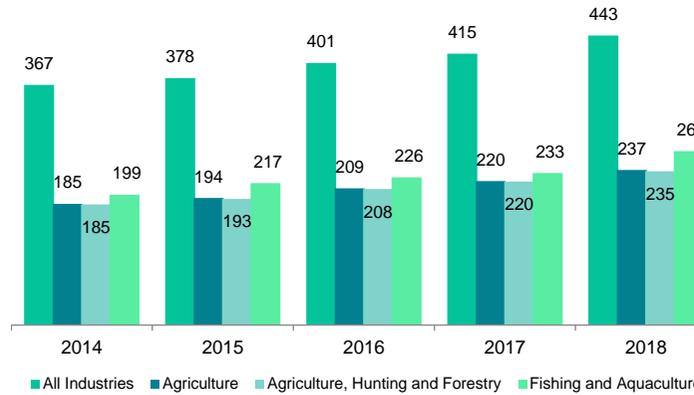


### Retirement Pay

Daily rate x 22.5 days x number of years of service

## Compensation and Benefits

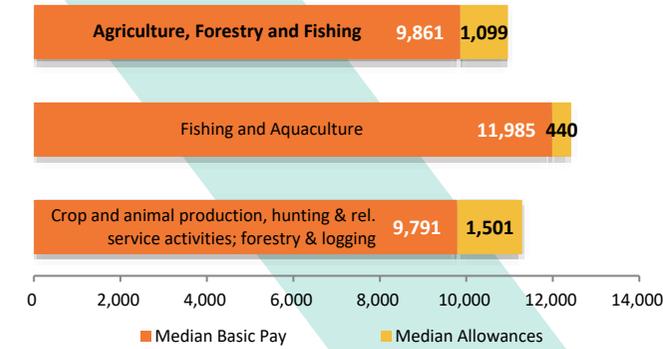
### Average Daily Basic Pay of Wage and Salary Workers in Agriculture, Philippines: 2014-2018 (in PHP)



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 20.6%. In agriculture, average daily basic pay grew by 28.1% from P185 to P237. The agriculture, hunting and forestry, and fishing and aquaculture subsectors also saw significant basic pay growths in the same period – 27.6% (from P185 to P235) and 33.5% (P199 to P266), respectively.

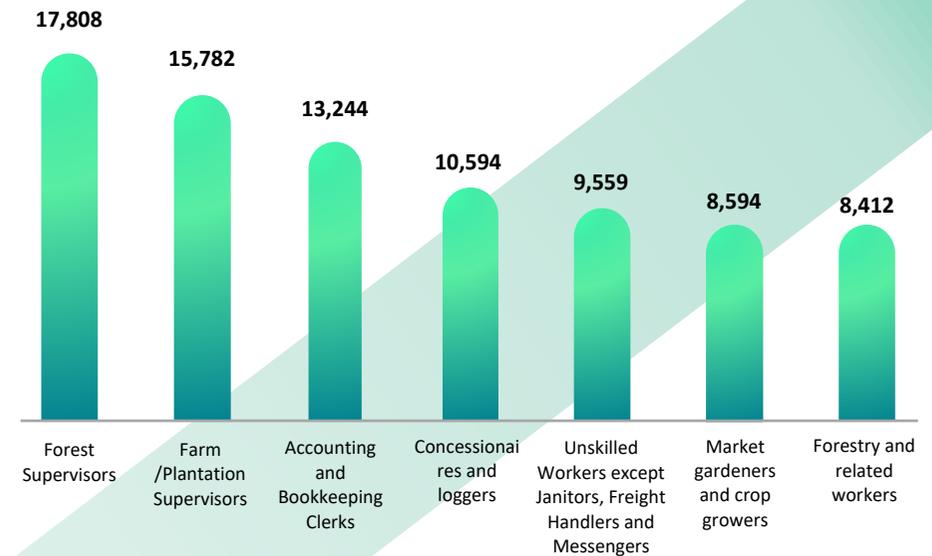
### Median Monthly Basic Pay and Allowances in Agriculture, Philippines: August 2018



Source: Occupational Wages Survey

Average monthly basic pay in agriculture, forestry and fishing as of August 2018 stood at P9,861 and monthly allowance at P1,099. In the subsector of crop and animal production, hunting & related service activities, forestry and logging, median basic pay was at P9,791 and allowance at P1,501, while in fishing and aquaculture it was at P11,985 and allowance was at a more modest P440.

### Average Monthly Wage Rates of Full-Time Workers in Agriculture, Philippines: August 2018 (in PHP)



Source: Occupational Wages Survey

Among workers in the agriculture sector covered by the OWS, forest and farm/plantation supervisors received the highest monthly pay at P17,808 and P15,782, respectively. They are followed by accounting and bookkeeping clerks with average monthly wage rate of P13,244.

Forestry and related workers received the lowest pay at P8,412, followed by market gardeners and crop growers at P8,594, and unskilled workers at P9,559.