

Average Annual Compensation per Employee by Industry Group, Manufacture of Basic Metals, Philippines: 2017 (in PHP)

Mfg. of basic precious & other non-ferrous metals	510,004
Mfg. of basic iron and steel	329,236
Casting of metals	272,937

Source: ASPBI 2017

Among the industry groups under manufacture of basic metal, manufacturing of basic precious and other non-ferrous metals had the highest average annual compensation at P510,004, followed by manufacture of basic iron and steel (P329,236) and casting of metals (P272,937).

Workers Compensation in Metals and Machineries, by Position, Philippines: 2014

Position	Monthly Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits (Php)
Executive	415,407	3	9,729,756	200,000	30,000
Managerial	124,604	3	1,495,488	200,000	97,030
Supervisory	46,575	4	500,000	160,000	65,020
Rank & File	16,000	2	300,000	150,000	-

Source: ECOP

Results of ECOP's 2015 Corporate Compensation Survey showed average monthly basic salaries in manufacture of metals and machineries ranged from P16,000 for rank-and-file workers to P415,407 for executive level positions.

Workers Compensation in Metals and Machineries, by Selected Occupation, Philippines: 2014

Occupation	Monthly Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits
Maintenance Manager	76,600	5	919,200	180,000	97,030
Quality Assurance Manager	250,000	-	3,000,000	200,000	122,230
Logistics Manager	142,458	3	1,709,496	200,000	97,030
Foreman	22,000	-	500,000	160,000	65,020
Leadman	30,000	-	500,000	160,000	62,245
Shipping Supervisor	40,000	27	500,000	160,000	60,470
Production Supervisor	46,575	4	500,000	160,000	65,020
Maintenance Technician	25,573	2	300,000	150,000	-
Production Asst.	9,820	7	300,000	150,000	-
Forklift Operator	13,462	2	300,000	150,000	-
Quality Control Inspector	18,800	2	300,000	150,000	-
Line Operator Mechanic	16,006	2	300,000	150,000	-
Toolmaker	17,636	2	300,000	150,000	-

Source: ECOP

By occupation, monthly basic salary ranged from P9,820 for production assistants to P250,000 for quality assurance managers. On the other hand, life insurance ranged from P300,000 to P1,709,496, and health insurance from P150,000 to P200,000. Annual fringe benefit ranged from P60,470 for a shipping supervisors to P122,230 for quality assurance managers.

For more information:

- www.nwpc.dole.gov.ph
- National Wages and Productivity Commission
- (02) 8 527-8014 / 8 527-8011

PAY STANDARDS & PRACTICES

Manufacture of Basic Metal

Includes the activities of smelting and/or refining ferrous and non-ferrous metals from ore, pig or scrap, using electro metallurgic and other process metallurgic techniques. It also includes the manufacture of metal alloys and super-alloys by introducing other chemical elements to pure metals. The output of smelting and refining, usually in ingot form, is used in rolling, drawing and extruding operations to make products, such as plate, sheet, strip, bars, rods, wire, tubes, pipes and hollow profiles, and in molten form to make castings and other basic metal products.

Annual Total Labor Cost: P286,655

Direct Wages and Salaries

78.8%
(P225,857)

- Pay for Regular Working Time (P199,602)
- OT, Night Shift, Premium Pay (P15,240)
- COLA & Other Allowances (P6,624)
- Bonuses & PIS (P3,825)
- Commissions (P566)

Bonuses and Gratuities

- Year-end, Seasonal, One-time Bonuses (P20,452)
- Add'l Payments (vacation, supplementary to normal vacation pay) (P2,050)
- Profit-sharing Bonuses (P250)

7.9%
(P22,752)

8.1% Social Security (P23,233) Source: Labor Cost Survey, 2013

1.8% Other Labor Cost (P5,061)

1.0% Housing (P2,983)

0.9% Cost of Welfare (P2,633)

0.8% Cost of Training (P2,170)

0.5% Payment for time not worked (P1,553)

0.1% Payments In-kind (P414)

Annual labor cost in basic metals manufacturing was P286,655 per worker. Of which, 79% or P225,857 were direct wages; 8% each were for social security payments (P23,233) and for bonuses and gratuities (P23,233).



National Wages and Productivity Commission
Department of Labor and Employment
Philippines

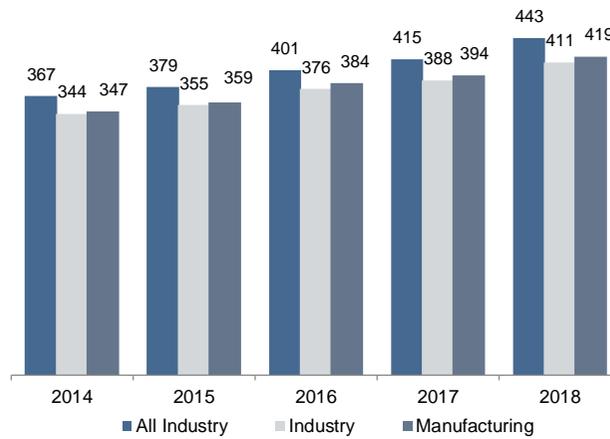
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Wage and Wage-Related Benefits under the Labor Code of the Philippines

- 
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 the covered workers except managerial employees
- 
Retirement Pay
 Daily rate x 22.5 days x number of years of service

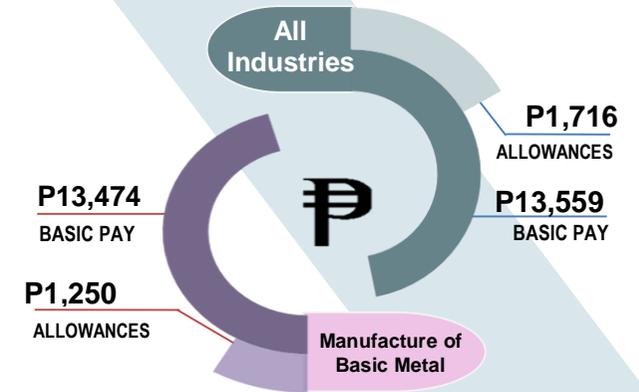
Compensation and Benefits

Average Daily Basic Pay of Wage and Salary Workers in Manufacturing, Philippines: 2014-2018 (in Php)



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%. Workers' average pay in the manufacturing industry also registered growth from P347 to P419, also by 20.7%, during the same period.

Median Monthly Basic Pay and Allowances in Manufacturing of Basic Metal, Philippines: August 2018



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). Pay was slightly lower in basic metal manufacturing at 13,474, with average monthly allowance of P1,250.

Average Monthly Wage Rates of Full Time Workers in Manufacture of Basic Metals, Philippines: August 2018 (in Php)

Among workers in the manufacture of basic metals sub-sector, manufacturing supervisors received the highest monthly pay at P26,820, followed by accounting and bookkeeping clerks (P18,138).

Unskilled workers, and metal molders and core makers had the lowest monthly pay averaging P11,600 and P12,901, respectively.

