

**Average Annual Compensation per Employee and Labor Productivity, Manufacture of Plastic Products, Philippines: 2017 (in PHP)**



Based on the 2017 Annual Survey of Philippine Business and Industry (ASPBI), workers in plastic products manufacturing received an annual average compensation of **P221,135**.

On the other hand, labor productivity in the manufacturing sub-sector was recorded at **P567,007**.

Source: ASPBI 2017

**Workers Compensation in Chemicals, Rubbers, Plastics, and Non-Metals, by Position, Philippines: 2016**

Position	Monthly Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits (Php)
Executive	104,000	5	1,200,000	175,000	-
Managerial	43,419	10	870,024	125,000	29,200
Supervisory	21,628	7	500,000	110,000	24,400
Rank & File	16,900	4	175,000	95,000	5,000

Source: ECOP



Results of ECOP's 2016 Corporate Compensation Survey showed median monthly basic salaries in manufacturing of chemicals, rubbers, plastics and non-metals ranged from P16,900 for rank-and-file workers to P104,000 for executive level positions.

**Workers Compensation in Chemicals, Rubbers, Plastics, and Non-Metals, by Selected Occupation, Philippines: 2016**

Occupation	Monthly Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits
Boilerman	11,120	4	205,000	110,000	19,000
Chemist	18,600	4	205,000	110,000	19,000
Finished product checker	14,071	4	205,000	110,000	19,000
Graphic artist	14,630	4	205,000	110,000	19,000
MIS IT assistant	12,800	4	205,000	110,000	19,000
Laboratory technician	14,400	4	205,000	110,000	19,000
Loading man	16,200	4	205,000	110,000	19,000
Maintenance technician	13,172	4	205,000	110,000	19,000
Process instrument	12,066	4	205,000	110,000	19,000
Production operator	18,675	4	205,000	110,000	19,000
Production worker	20,312	4	205,000	110,000	19,000
Stock inventory clerk	12,250	4	205,000	110,000	19,000
Warehouse man	12,300	4	205,000	110,000	19,000

Source: ECOP



Among selected rank & file workers, median monthly basic salary ranged from P11,120 for boilermen to P20,312 for production workers. On the other hand, life insurance benefits was uniform among the occupations at P205,000, while health insurance was at P110,000, and annual fringe benefit at P19,000.

**For more information:**



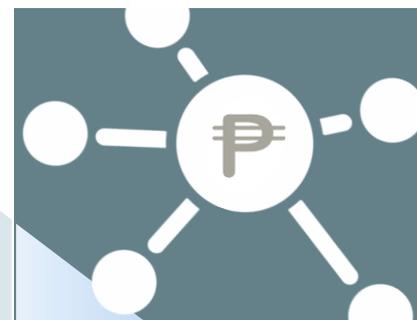
[www.nwpc.dole.gov.ph](http://www.nwpc.dole.gov.ph)



National Wages and Productivity Commission



(02) 8 527-8014 / 8 527-8011



# PAY STANDARDS & PRACTICES

**Annual Total Labor Cost: P195,854**

**Direct Wages and Salaries**

**83.5%**

(P166,533)

- Pay for Regular Working Time (146,183)
- OT, Night Shift, Premium Pay (P12,367)
- COLA & Other Allowances (P3,415)
- Bonuses & PIS (P1,533)
- Commissions (P55)

**Bonuses and Gratuities**

**6.5%**

(P12,641)

- Year-end, Seasonal, One-time Bonuses (P12,173)
- Add'l Payments (vacation, supplementary to normal vacation pay) (P418)
- Profit-sharing Bonuses (P51)

**8.8%**

Social Security (P17,200)

Source: Labor Cost Survey, 2013

**0.4%**

Other Labor Cost (P838)

**0.3%**

Pay for Time not Worked (P584)

**0.2%**

Housing (P448)

**0.1%**

Cost of Welfare Services (P276)

**0.1%**

Cost of Training (P206)

**0.1%**

Payments in Kind (P108)

Annual labor cost in manufacture of plastic products was P195,854 per worker. Around 83.5% of which or P166,533 were direct wages; 8.8% or P17,200 accounts for social security payments, and 6.5% or P12,641 were bonuses and gratuities.

## MANUFACTURE OF PLASTIC PRODUCTS

The sector includes the processing of new or spend (i.e. recycled) plastic resins into intermediate or final products, using such processes as compression molding, extrusion molding, injection molding, blow molding and casting. For most of these the production process is such that a wide variety of products can be made.



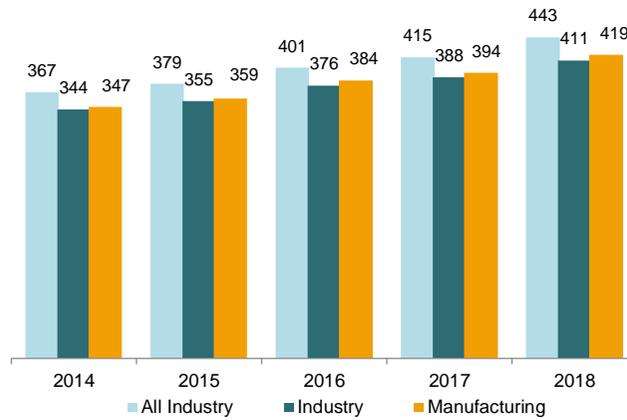
National Wages and Productivity Commission  
Department of Labor and Employment  
Philippines

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

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**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

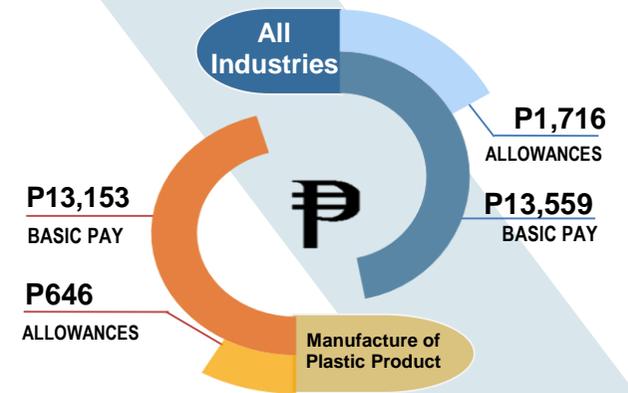
Average Daily Basic Pay of Wage and Salary Workers in Manufacturing, Philippines: 2014-2018 (in PHP)



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

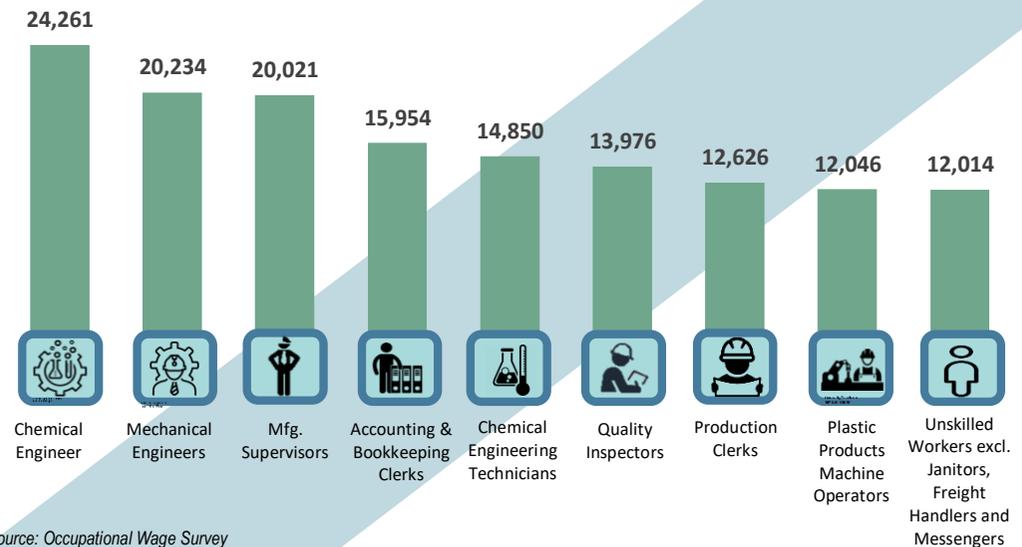
Median Monthly Basic Pay and Allowances in Manufacture of Plastic Products, Philippines: August 2018



Source: Occupational Wage Survey

Average monthly basic pay of workers stood at P13,559 while monthly allowance averaged P1,716 based on results of the Occupational Wages Survey (OWS). Basic pay was slightly lower in the sector of plastic product manufacturing at P13,153, and average monthly allowance at P646.

Average Monthly Rates of Full-Time Workers in Manufacture of Plastic Products, Philippines: August 2018 (in PHP)



Source: Occupational Wage Survey

Among workers in the manufacture of plastic products, chemical engineers received the highest monthly pay at P24,261 followed by mechanical engineers (P20,234) and production supervisors and foremen (P20,021).

Unskilled workers, and plastic products machine operators received the lowest pay with average monthly rates of P12,014 and P12,046, respectively.