

Average Annual Compensation per Employee in Top Five Industry Group under Transportation and Storage, Philippines: 2017 (in PHP)

335,493	Transportation and Storage
1,192,393	Passenger air transport
331,919	Support activities for transportation
294,331	Sea and coastal water transport
275,910	Transport via railways
260,427	Courier activities

Source: ASPBI 2017

Based on the Annual Survey of Philippine Business and Industry of the PSA, the average annual compensation in Transportation and Storage establishments is P335,493 per employee. Workers in passenger air transport reported the highest average annual compensation amounting to P1,192,393.

Annual Total Labor Cost: 224,279



0.3%	Cost of Training (P677)	Social Security (P16,079)	7.17%
0.15%	Payments in Kind (P336)	Housing (P2,424)	1.08%
0.09%	Welfare Services (P203)	Other Labor Cost (P713)	0.32%
1.53%	Remuneration for Time not Worked (P3,427)		

Source: Labor Cost Survey

Annual labor cost in Transportation and Storage was P224,279 per worker. Of which, 81.7% or P183,298 were direct wages; 7.6% or P17,121 were bonuses and gratuities; and 7.2% or P16,079 were social security payments.

Workers Compensation in Logistics by Position, Philippines: 2016

Position	Mo. Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Car Plan (Php)	Other Fringe Benefits (Php)
Executive	135,000	7	2,500,000	654,000	-	4,400
Managerial	59,300	10	1,000,000	250,000	820,000	4,300
Supervisory	23,750	14	480,000	100,000	550,000	1,145
Rank & File	14,500	13	301,106	90,000	-	2,100

Source: ECOP

ECOP's 2016 Corporate Compensation Survey showed that median monthly basic salaries in Logistics ranged from P14,500 for rank-and-file workers to P135,000 for executive level positions. Annual salary increases ranged from 7% (executive) to 14% (supervisory). Executives had the highest life insurances (P2.5 million), health insurances (P654,000), and fringe benefits (P4,400).

Workers Compensation in Shipping and Logistics by Selected Occupation, Philippines: 2016

Position	Mo. Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits (Php)
Account coordinator	17,500	13	301,105	90,000	2,100
Assistant ship operator	16,782	13	301,105	90,000	2,100
Building maintenance technician	14,950	13	301,105	90,000	2,100
Crane operator	32,250	13	301,105	90,000	2,100
Crewing staff	14,550	13	301,105	90,000	2,100
Custodian	15,500	13	301,105	90,000	2,100
Customer service	14,000	13	301,105	90,000	2,100
Dispatcher	12,900	13	301,105	90,000	2,100
Driver/ Chauffeur	13,900	13	301,105	90,000	2,100
Forklift operator	16,435	13	301,105	90,000	2,100
Freight coordinator	15,900	13	301,105	90,000	2,100
Materials controller	25,346	13	301,105	90,000	2,100
Operations assistant	14,833	13	301,105	90,000	2,100
Packager	15,795	13	301,105	90,000	2,100
Ship operator	22,633	13	301,105	90,000	2,100
Ticketing and reservation officer	13,000	13	301,105	90,000	2,100
Travel coordinator	13,600	13	301,105	90,000	2,100
Warehouseman	12,366	13	301,105	90,000	2,100

Source: ECOP

Among selected rank & file workers, median monthly basic salary ranged from P12,366 for warehousemen to P32,250 for crane operators. Median annual salary increase was uniform at 13%, while life insurance was at P301,105, health insurance at P90,000, and other fringe benefits at P2,100.

For more information:

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PAY STANDARDS & PRACTICES

Transportation and Storage

This industry includes the provision of passenger or freight transport by rail, pipeline, road, water or air; and activities such as terminal and parking facilities, cargo handling, storage, etc. It also includes the renting of transport equipment and postal and courier activities.

National Wages and Productivity Commission
Department of Labor and Employment
Philippines
ISO 9001:2015 CERTIFIED

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

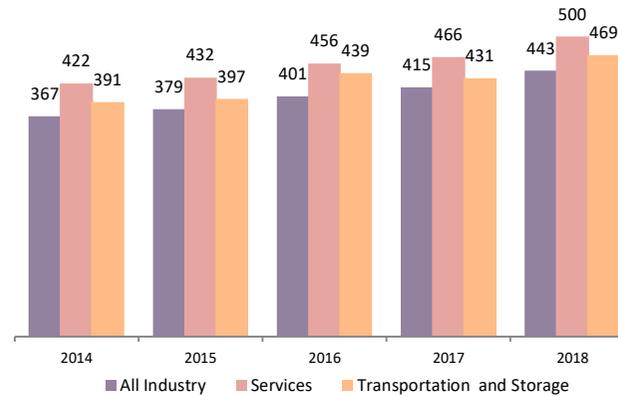


Retirement Pay

Daily rate x 22.5 days x number of years of service

Compensation and Benefits

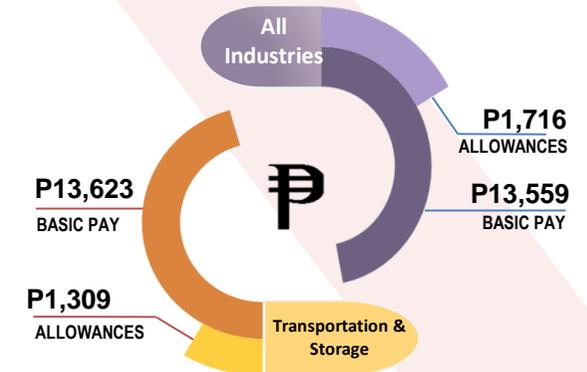
Average Daily Basic Pay of Wage and Salary Workers in Transportation and Storage, Philippines: 2014-2018 (in PhP)



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%. Similarly, workers' average pay in the Transportation and Storage industry also grew by 19.9%, from P391 to P469 during the same period.

Median Monthly Basic Pay and Allowances in Transportation and Storage, 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). In the Transportation and Storage industry, monthly basic pay averaged P13,623, and monthly allowance at P1,309.

Average Monthly Wage Rates of Time-rate Workers on a Full-Time Basis in Transportation and Storage, Philippines: August 2018 (in PhP)

Land Transport and Transport via Pipelines

Road Transport Service Supervisors	18,916
Accounting and Bookkeeping Clerks	15,275
Heavy Truck and Lorry Drivers	13,898
Transport Clerks	12,980
Freight Handlers	12,138
Unskilled Workers except Janitors, Messengers and Freight Handlers	12,013
Motor Vehicle Mechanics and Repairers	11,975

Transport via Buses

Bus Drivers	16,004
Road Transport Service Supervisors	15,944
Bus Inspectors	13,803
Accounting and Bookkeeping Clerks	13,563
Transport Clerks	13,351
Motor Vehicle Mechanics and Repairers	12,457
Travel Consultants and Clerks	11,626
Transport Conductors	11,404
Unskilled Workers except Janitors, Messengers and Freight Handlers	10,065

Air Transport

Aircraft Pilots, Navigators and Flight Engineers	128,348
Air Transport Service Supervisors	36,726
Travel Consultants and Clerks	36,503
Aircraft Engine Mechanics and Repairers	28,455
Accounting and Bookkeeping Clerks	21,101
Travel Attendants and Travel Stewards	16,847
Freight Handlers	15,010
Transport Clerks	14,840
Unskilled Workers except Janitors, Messengers and Freight Handlers	14,691

Among workers in Transportation and Storage covered by the OWS, aircraft pilots and flight engineers had the highest monthly pay averaging P128,348, followed by air transport service supervisors at P36,726.

Least pay were estimated for unskilled workers ranging from P10,065 to P14,691; freight handlers (P10,786) and motor vehicle mechanics (P11,975).

Water Transport

Ships Engineers	28,073
Ships Deck Officers and Pilots	25,540
Maritime Transport Service Supervisors	23,306
Accounting and Bookkeeping Clerks	17,536
Industrial Machinery Mechanics and Repairers	17,218
Transport Clerks	15,033
Travel Attendants and Travel Stewards	14,069
Ticket Issuing/ Travel Clerks	13,680
Ships' Deck Crews and Related Workers	13,562
Unskilled Workers except Janitors, Messengers and Freight Handlers	13,372
Freight Handlers	10,786

Warehousing and Support Activities for Transportation

Clearing and Forwarding Agents	24,407
Accounting and Bookkeeping Clerks	18,133
Heavy Truck and Lorry Drivers	16,141
Freight Handlers	12,395
Unskilled Workers except Janitors, Messengers and Freight Handlers	11,367

Source: Occupational Wage Survey