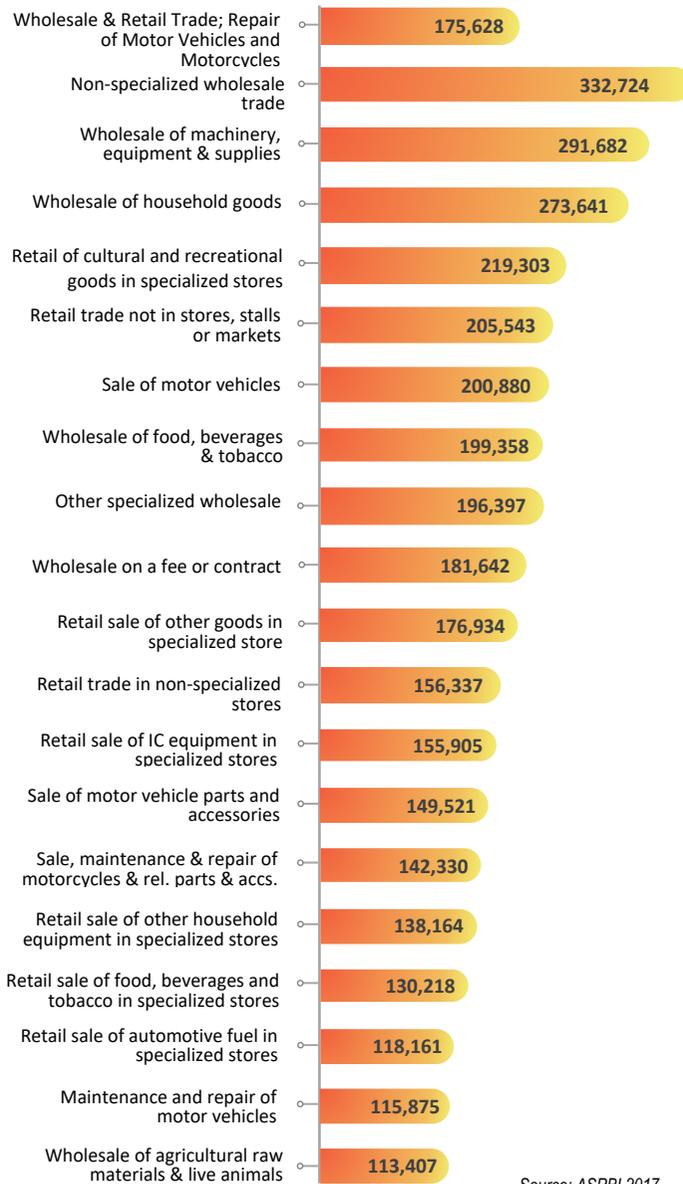


## Annual Compensation per Employee in Wholesale and Retail Trade Establishments, Philippines: 2017 (in PhP)



Source: ASPBI 2017

Based on the Annual Survey of Philippine Business and Industry of the PSA, the average annual compensation in the wholesale and retail trade industry is P175,628 per employee. Workers in non-specialized wholesale trade reported the highest average annual compensation amounting to P332,724.

## Workers Compensation in Retail Trade by Position, Philippines: 2016

Position	Mo. Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits (Php)
Executive	82,254	9	100,000	120,000	28,022
Managerial	86,426	8	100,000	140,000	21,862
Supervisory	32,400	8	100,000	120,000	962
Rank and File	17,280	8	100,000	75,000	962

Source: ECOP

Results of ECOP's 2016 Corporate Compensation Survey showed that median monthly basic salaries in retail and trade ranged from P17,280 for rank-and-file employees to P82,254 for executive level positions. Annual salary increases ranged from 8% to 9%. Life insurance was at P100,000, while health insurance ranged from P75,000 (rank and file) to P140,000 (managerial). Fringe benefits also vary from P962 (rank and file and supervisory) to P28,022 (executive).

## Workers Compensation in Retail Trade, Philippines: 2016

Occupation	Mo. Basic Salary (Php)	Annual Salary Increase (%)	Life Insurance (Php)	Health Insurance (Php)	Other Fringe Benefits (Php)
Cashier	12,338	6	-	-	4,500
Customer Support Assistant	15,000	-	100,000	60,000	-
Demand Planner	45,780	9	-	120,000	20,900
Distribution Analyst	40,488	6	-	120,000	20,900
Market Researcher (Analyst)	42,744	7	-	120,000	20,900
Operations Staff	16,000	9	-	75,000	-
Salesman	12,038	6	-	-	6,000
Stock/ Inventory Clerk	15,325	-	-	-	9,000

Source: ECOP

Among rank & file employees in the sector, median monthly basic salary ranged from P12,338 for cashiers to P45,780 for demand planners. Median annual salary increase ranged from 6% to 9%, and health insurance from P60,000 to P120,000. Demand planners, distribution and market analysts received the highest fringed benefits at P20,900, while cashiers received the lowest at P4,500.

### 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

## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Involves the wholesale and retail sale without transformation of any type of goods and the rendering of services incidental to the sale of these goods; as well as the repair of motor vehicles and motorcycles.



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**

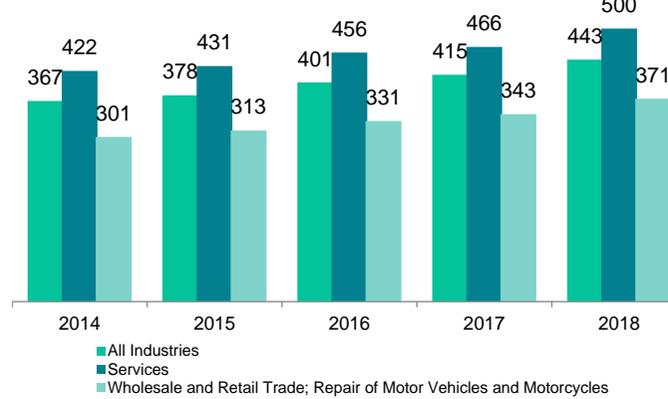
10% of the effective hourly basic rate for work performed between 10 p.m. and 6 a.m.
- 
**Service Charges**

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

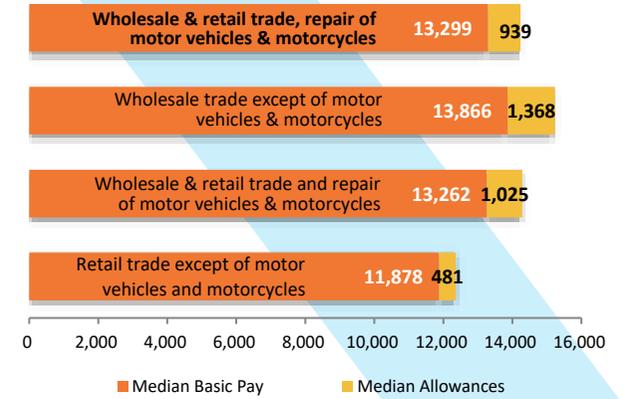
**Average Daily Basic Pay of Wage and Salary Workers in Wholesale and Retail Trade; Repair of Motor Vehicles & Motorcycles, Philippines: 2014-2018 (in Php)**



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%. Similarly, average daily basic pay in the service sector grew by 18.4% from P422 to P500, as well as in wholesale and retail trade where pay rose from P301 to P371, or by 23.2% during the same period.

**Median Monthly Basic Pay and Allowances in Wholesale and Retail Trade, Philippines: August 2018 (in Php)**



Average monthly basic pay in wholesale and retail trade based on the August 2018 OWS stood at P13,299 and monthly allowance at P939. Average monthly basic pay in selected sub-sectors ranged from P11,878 (retail trade excl. motor vehicles and motorcycles) to P13,866 (wholesale trade excl. motor vehicles and motorcycles); while monthly allowances varied from P481 to P1,368, respectively.

**Average Monthly Wage Rates of Full Time Workers in Wholesale and Retail Trade; Repair of Motor Vehicles & Motorcycles, Philippines: August 2018 (in Php)**

Wholesale and Retail Trade and Repair of Motor Vehicles and		Wholesale Trade		Retail Trade	
Accountants (including Auditors)	18,607	Accountants (including Auditors)	29,648	Accountants (including Auditors)	19,954
Accounting and Bookkeeping Clerks	14,893	Accounting and Bookkeeping Clerks	16,034	Accounting and Bookkeeping Clerks	13,853
Cashiers and Ticket Clerks	11,882	Cashiers and Ticket Clerks	14,403	Cashiers and Ticket Clerks	11,737
Commercial Sales Representatives	13,016	Commercial Sales Representatives	16,916	Contact Center Salespersons	12,522
Motor Vehicle Mechanics and Repairers	12,820	Contact Center Salespersons	15,882	Sales Supervisors	18,654
Shop Sales Assistants/ Sales Demonstrators	12,831	Sales Supervisors	26,956	Shop Sales Assistants/ Sales Demonstrators	11,486
Stock Clerks	12,462	Shop Sales Assistants/ Sales Demonstrators	13,170	Stock Clerks	11,205
Sales Supervisors	20,339	Stock Clerks	13,715	Unskilled Workers except Janitors, Messengers and Freight Handlers	10,350
Unskilled Workers except Janitors, Messengers and Freight Handlers	11,405	Unskilled Workers except Janitors, Messengers and Freight Handlers	11,845		

Source: Occupational Wage Survey

Among workers in the wholesale and retail trade industry covered by the OWS, accountants received the highest average monthly pay at P29,648, followed by sales supervisors (P18,654 to P26,956), commercial sales representatives at P16,916, and accounting and bookkeeping clerks who received, on average, P13,853 to P16,034.

Unskilled workers received the lowest average monthly pay, ranging from P10,350 to P11,845, followed by stock clerks (P11,205 to P13,715), shop sales assistants (P11,486) and cashiers and ticket clerks (P11,737 and 14,403)