Average Annual Compensation per Employee for Education Establishments by Industry Group, Philippines: 2017 (in PhP)

<table>
<thead>
<tr>
<th>Education</th>
<th>225,788</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational support services</td>
<td>343,205</td>
</tr>
<tr>
<td>Higher Education</td>
<td>287,386</td>
</tr>
<tr>
<td>Secondary school education</td>
<td>199,766</td>
</tr>
<tr>
<td>Other education services</td>
<td>182,365</td>
</tr>
<tr>
<td>Primary/ elementary</td>
<td>133,106</td>
</tr>
<tr>
<td>Pre-primary/pre-school education</td>
<td>125,002</td>
</tr>
</tbody>
</table>

Based on the 2017 ASPBI, the average annual compensation in the education sector is P225,788 per employee. Workers in educational support services reported the highest average annual compensation at P343,205, while workers in the pre-primary/pre-school education received the lowest at P125,002.

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 service sector also grew from P201,276 to P228,134, albeit slower than the national average or by 3.9% during the same period.

Annual Total Labor Cost: P273,002

- **Direct Wages and Salaries**
  - Pay for Regular Working Time (P178,639)
  - COLA & Other Allowances (P4,313)
  - OT, Night Shift, Premium Pay (P2,062)
  - Bonuses & PIS (P1,921)
  - Commissions (P47)

- **Bonuses and Gratuities**
  - Year-end, Seasonal, One-time Bonuses (P17,702)
  - Add'l Payments (vacation, supplementary to normal vacation pay) (P916)
  - Remuneration for Time not Worked (P1,031)
  - Cost of Welfare Services (P959)
  - Other Labor Cost (P664)
  - Housing (P592)
  - Payments In-kind (P299)

68.5% (P186,982) Direct Wages and Salaries

6.8% (P18,617) Bonuses and Gratuities

22.3% Social Security (P60,773)

1.1% Cost of Training (P3,084)

0.4% Remuneration for Time not Worked (P1,031)

0.4% Cost of Welfare Services (P959)

0.2% Other Labor Cost (P664)

0.2% Housing (P592)

0.1% Payments In-kind (P299)

Source: Labor Cost Survey, 2013

The includes education at any level for any profession, oral or written as well as by radio and television or other means of communication; education by the different institutions in the regular school system at its different levels as well as adult education, literacy programmes, etc.; military schools and academies, prison schools etc. at their respective levels. It includes public as well as private education, and instruction primarily concerned with sport and recreational activities and education support activities.

For more information:

www.nwpc.dole.gov.ph

National Wages and Productivity Commission

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>All Industry</th>
<th>Services</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>367</td>
<td>422</td>
<td>372</td>
</tr>
<tr>
<td>2015</td>
<td>379</td>
<td>432</td>
<td>390</td>
</tr>
<tr>
<td>2016</td>
<td>401</td>
<td>456</td>
<td>415</td>
</tr>
<tr>
<td>2017</td>
<td>415</td>
<td>466</td>
<td>443</td>
</tr>
<tr>
<td>2018</td>
<td>443</td>
<td>500</td>
<td>456</td>
</tr>
</tbody>
</table>

**Source:** Labor Force Survey

### Compensation and Benefits

**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 education grew at a more modest 8.5% during the same period, from P740 to P803.

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

- **University & Higher Educ. Teachers:** P26,816
- **Special Need Teachers incl. gifted & mentally & physically handicapped:** P19,389
- **Science & Math Teaching Professionals:** P19,254
- **Primary School Teachers:** P16,676
- **Secondary Education Teachers:** P16,430
- **Vocational Education Teachers:** P16,127
- **Early Childhood Educators:** P16,107
- **Accounting & Bookkeeping Clerks:** P15,884
- **Unskilled Workers excl. janitors, freight handlers and messengers:** P10,946

**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). Slightly higher pay was observed in the education sector at P14,506, with monthly allowance averaging P1,728.

Among workers in the education sector, college university and higher education teachers received the highest monthly pay at P26,816 followed by special need teachers at P19,389.

Least paid were unskilled workers with an average monthly pay of P10,946, and accounting and bookkeeping clerks at P15,884.