



# Salary Report 2022

The essential guide to plan your hiring



Philippines Edition

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Scope & Methodology

# SALARY REPORT 2022

## JobStreet Philippines

JobStreet Philippines is honored to present the must-have salary report of the Philippines' job landscape.

As Asia's No. 1 Trusted Talent Partner, we're able to provide **data** and **insights** you can **benchmark** with Singapore, Indonesia, Philippines, Thailand, and Hong Kong.

In the post-pandemic job market, we're committed to help hiring managers/HR professionals go into 2022 with the **most in-depth salaries insights** across industries, specializations, and locations with our expertise.

## What is Salary Report 2022?

It's an **insight-packed salary guide** of the Philippines' job market. Compiled from JobStreet Philippines' latest data, the report analyses and compares salaries **between 2020 and 2021**.



# SALARY REPORT 2022

## Who is it Intended For?

Companies who want to understand **salary trends** across different **specializations** and **job levels**, and to make strategic decisions in acquiring and retaining talent.



## How is it Derived?



### Period of Analysis

The report compares salary data between **Q1 - Q3 2021** and the same period of the year before, **Q1 - Q3 2020**.



### Data Analysis

This report uses **median salary**. **Outliers** or **extreme values**, as well as salary below the country's minimum salary wages were excluded to ensure the accuracy of **analysis** and **insights**.



### Data Source

All salary data is extracted from salary requirements from **JobStreet employer's job ads** in the **internal database**.

# Salary Report Overview:

## Industry and Specialization

### Regional Breadth, Local Depth

Get a **bird's eye view** of how workers in the Philippines are remunerated according to **industry** and **specialization**. Gain an even **broader perspective** as we **compare salaries** across Singapore, Indonesia, Thailand, Malaysia, and Hong Kong.



### Salary Fact #1

Average Salary Growth  
by Industry with positive  
salary change in 2021:

**14%**

Average Salary Growth  
by Specialization with positive  
salary change in 2021:

**9.7%**

## Salary Report Overview: Industry and Specialization

# SALARY CHANGES IN THE PHILIPPINES 2021

50% of job ads in the Philippines showed an increase of salary (tying with Singapore), **highest** compared to Singapore, Malaysia, Indonesia, Thailand, and Hong Kong.

## Philippines Overall Job Salary Changes, Year-on-Year (Q1 - Q3 2021):



● Increase ● Decrease ● No Change



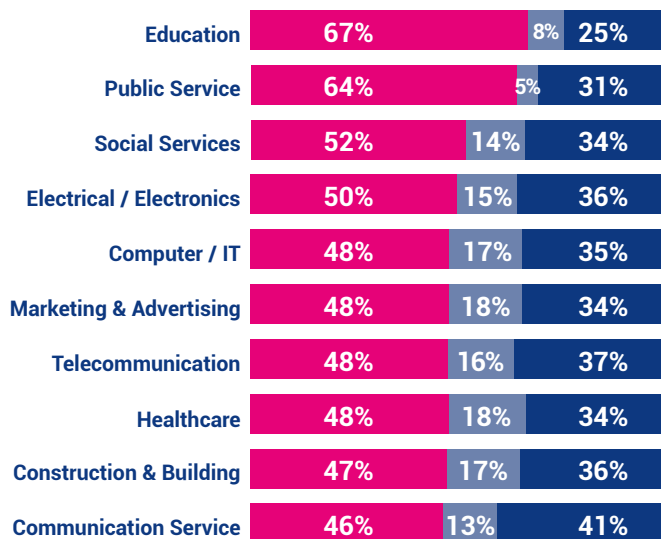
## Salary Report Overview: Industry and Specialization

# SALARY CHANGES IN THE PHILIPPINES 2021 BY INDUSTRY

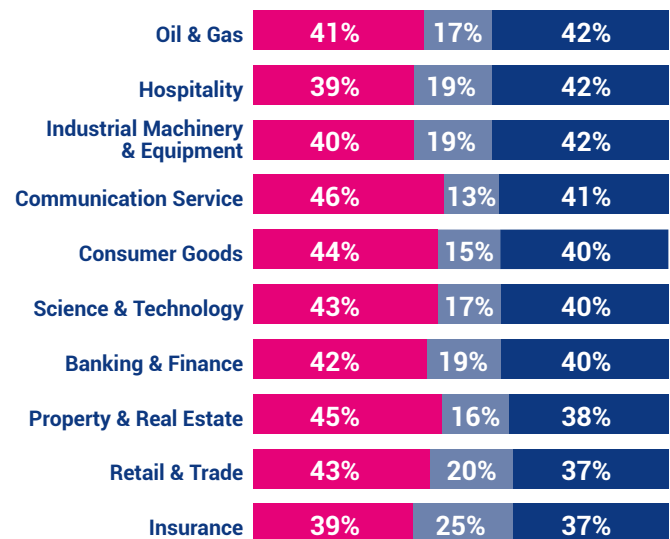
Communication Service, Computer/IT, Education, Public Service, and Telecommunication are also in the **countries list of increased salaries by industry** comprised of Singapore, Indonesia, Thailand, Malaysia, and Hong Kong.

Communication Service, Industrial Machinery & Equipment, Oil & Gas, and Science & Technology are also in **countries list of reduced salaries by industry** comprised of Singapore, Indonesia, Thailand, Malaysia, and Hong Kong.

### Percentage of Job Ads with Salary Changes by Industry: Top 10 Pay Rises



### Percentage of Job Ads with Salary Changes by Industry: Top 10 Pay Cuts



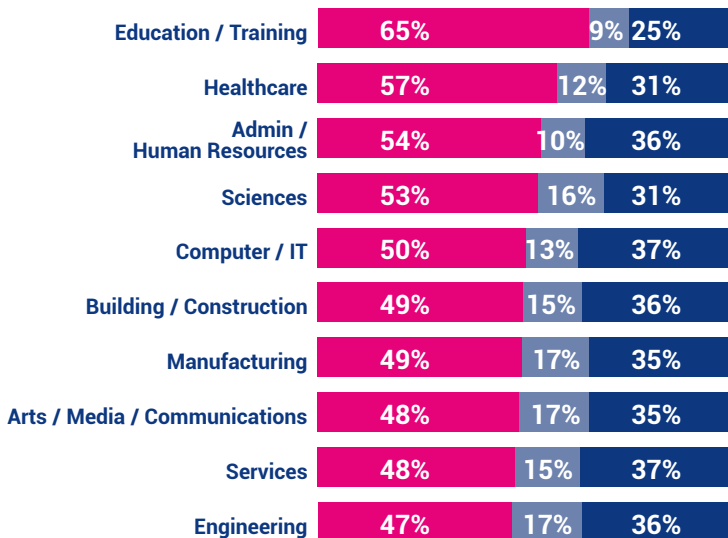
● Increase ● No Change ● Decrease

# SALARY CHANGES IN THE PHILIPPINES 2021 BY SPECIALIZATION

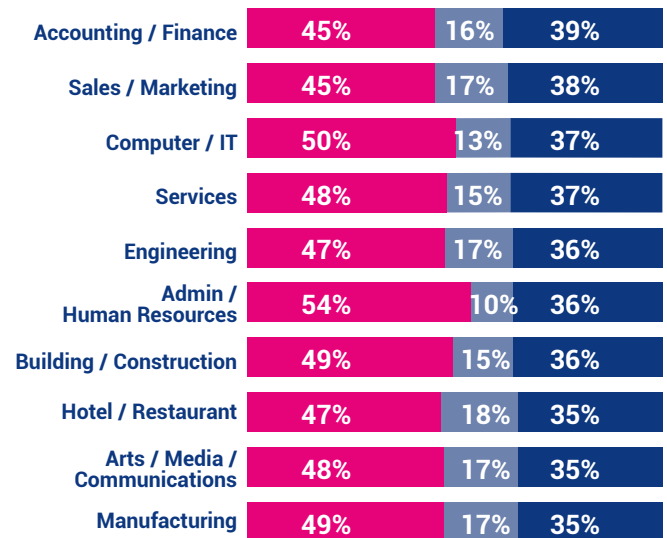
In the list of job ads with **salary increase** by specialization, Arts/Media/Communications is the **only specialization** that the Philippines **doesn't share** with the list of the **same categorization** comprised of Singapore, Indonesia, Thailand, Malaysia, and Hong Kong.

In the list of job ads with **salary decrease** by specialization, the Philippines' list is similar to the list of the **same categorization** comprised of Singapore, Indonesia, Thailand, Malaysia, and Hong Kong **except for Computer / IT**.

Percentage of Job Ads with Salary Changes by Specialization: Top 10 Pay Rises



Percentage of Job Ads with Salary Changes by Specialization: Top 10 Pay Cuts



● Increase ● No Change ● Decrease



## Salary Report Overview: Industry and Specialization

# TOP 10 SALARIES IN THE PHILIPPINES BY INDUSTRY AND JOB LEVEL

3 industries in this list, Consulting, Hospitality, and Insurance **overlap** the industries in the list of **top salary growth by industry and position level**.

	Entry Level Median Salary (PHP)	Junior Executive Median Salary (PHP)	Supervisor Median Salary (PHP)	Manager Median Salary (PHP)	C Level Median Salary (PHP)
Communication Service	19,500	28,200	55,000	80,500	175,000
Consulting	19,000	30,000	62,500	70,000	167,500
Computer / IT	19,550	40,000	75,000	80,000	122,500
Insurance	17,000	22,490	45,000	75,000	175,000
Electrical / Electronics	17,000	23,000	40,250	67,500	161,000
Consumer Goods	15,000	22,000	37,000	60,000	168,750
Banking & Finance	14,600	24,000	42,500	60,000	148,000
Telecommunication	20,000	24,000	36,000	57,500	142,000
Hospitality	15,500	18,000	27,000	45,000	172,500
Manufacturing	15,500	18,000	27,000	45,000	172,500



**Salary Fact #2** Junior Executives have the **highest Median Salary Growth at 6.4%** (PHP 1.5k+)

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Report Overview: Industry and Specialization

# TOP SALARY GROWTH IN THE PHILIPPINES BY INDUSTRY AND JOB LEVEL

2 industries in this list, Education and Marketing & Advertising **overlap** the industries in the list of **top industries with pay rises in job ads**.

	Entry Level Median Salary Growth	Junior Executive Median Salary Growth	Supervisor Median Salary Growth	Manager Median Salary Growth	C Level Median Salary Growth
Environment	+15.1%	0%	-5.5%	+71.1%	
Marketing & Advertising	+6.9%	+15.0%	+5.0%	0%	+52.4%
Agriculture	+16.2%	+11.8%	+4.4%	+20.0%	
Education	+7.0%	+9.2%	+37.6%	+4.9%	+0.1%
Science & Technology	+12.7%	+17.5%	+6.1%	+8.7%	
Hospitality	+3.7%	-2.2%	+1.9%	0%	+50.0%
Consulting	+10.1%	+9.1%	+8.7%	+7.7%	+11.7%
Food & Beverage	-9.7%	-1.5%	+2.2%	+27.8%	+22.3%
Insurance	-1.5%	-2.2%	+11.8%	+7.1%	+16.7%
Transportation	-3.3%	+2.9%	+13.6%	+14.1%	+4.4%

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# TOP 10 SALARIES IN THE PHILIPPINES BY SPECIALIZATION AND JOB LEVEL

6 industries in this list, Admin/Human Resources, Education/Training, Healthcare, Manufacturing, Sales/Marketing, and Services **overlap** the industries in the list of **top salary growth by specialization and position level**.

	Entry Level Median Salary (PHP)	Junior Executive Median Salary (PHP)	Supervisor Median Salary (PHP)	Manager Median Salary (PHP)	Senior Manager Median Salary (PHP)
Computer & IT	20,700	45,000	80,500	92,500	175,000
Services	20,000	27,500	34,079	70,000	172,500
Manufacturing	17,000	24,000	42,500	55,000	77,500
Admin / Human Resources	17,500	22,000	34,500	60,000	88,750
Accounting / Finance	16,800	23,000	37,500	60,000	145,000
Sales / Marketing	17,500	22,500	30,000	50,000	140,000
Education / Training	23,877	28,276	48,313	65,000	90,000
Healthcare	23,877	33,575	40,000	60,000	96,985
Building / Construction	19,200	23,000	34,500	55,000	105,000
Sciences	19,200	26,860	40,000	62,500	86,742

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# TOP SALARY GROWTH IN THE PHILIPPINES BY SPECIALIZATION AND JOB LEVEL

6 industries in this list, Admin/Human Resources, Arts/Media/Communications, Education/Training, Healthcare, Manufacturing, and Services **overlap** the industries in the list of **top industries with pay rises in job ads**.

	Entry Level Median Salary Growth	Junior Executive Median Salary Growth	Supervisor Median Salary Growth	Manager Median Salary Growth	C Level Median Salary Growth
Manufacturing	+3.5%	+11.1%	0.0%	+18.3%	+7.1%
Sales / Marketing	+4.5%	+4.7%	+5.3%	+11.1%	+12.0%
Arts / Media/ Communications	-1.5%	+4.4%	+5.6%	+10.0%	+10.7%
Education / Training	+7.0%	+5.7%	+20.0%	+10.2%	-14.3%
Admin / Human Resources	+4.4%	+5.1%	0.0%	+13.0%	0.0%
Healthcare	+7.0%	+11.9%	-5.9%	0.0%	+5.4%
Hotel / Restaurant	-6.7%	+2.9%	+4.4%	+8.5%	
Services	-2.4%	+5.8%	-2.0%	+3.7%	0.0%



**Salary Fact #3** Services Is the Specialization With the Most Amount of Job Ads Posted for 2 Consecutive Years.

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# TOP SPECIALIZATIONS IN THE PHILIPPINES WITH DECLINING SALARIES

All specializations in this list are also in the list of **top specializations with pay cuts in job ads** except for Sciences.

	Entry Level Median Salary Growth	Junior Executive Median Salary Growth	Supervisor Median Salary Growth	Manager Median Salary Growth	C Level Median Salary Growth
Engineering	0.0%	-2.2%	-1.4%	0.0%	-35.7%
Accounting / Finance	-2.6%	-2.1%	-6.3%	+4.4%	-12.6%
Sciences	-0.2%	-2.3%	-1.6%	+21.7%	-24.6%
Building / Construction	+6.3%	+2.2%	0.0%	-1.6%	-12.5%



**Salary Fact #4** C-Level Managers have the highest Median Salary Decline at 4.9% (PHP 7.3k+)

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# Salary Report Overview:

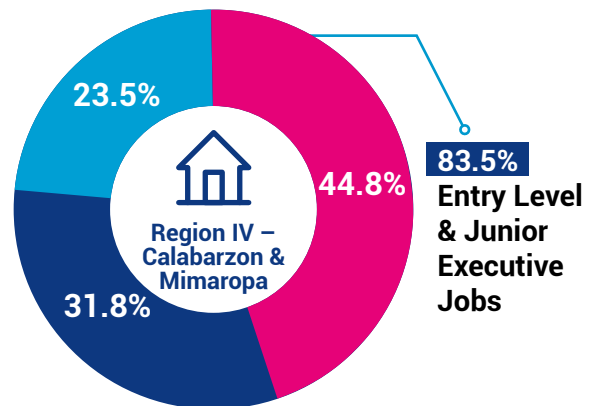
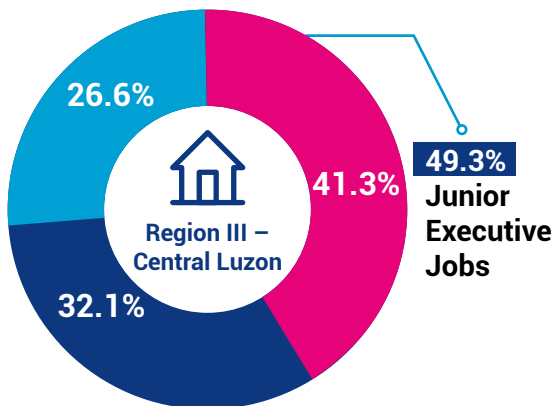
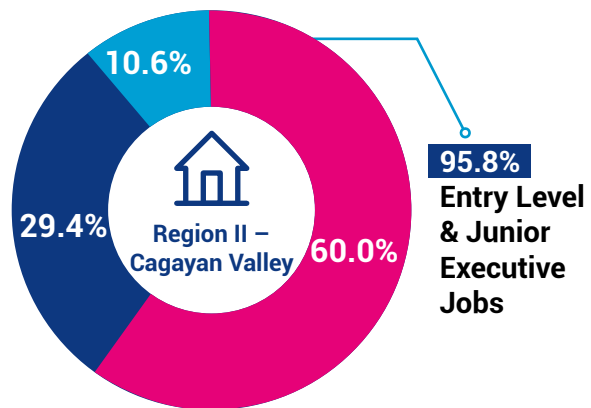
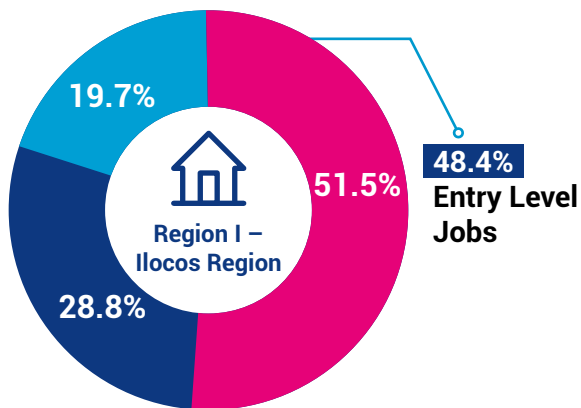
## Location

### Location Matters in Vocation

We compare the median salary changes (Q1 - Q3 2020 vs Q1 - Q3 2021) in terms by **regions** and **provinces**. Gain even more incisive insights as we drill the data deeper according to **position levels**.

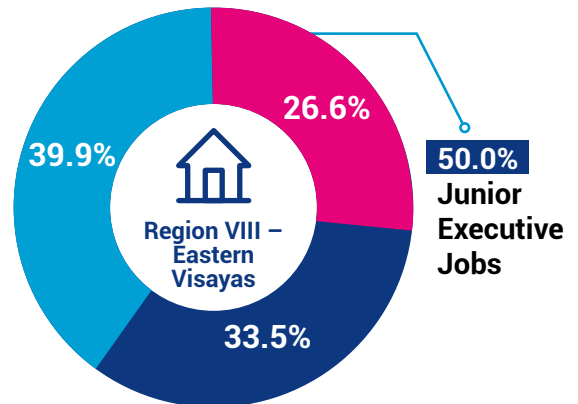
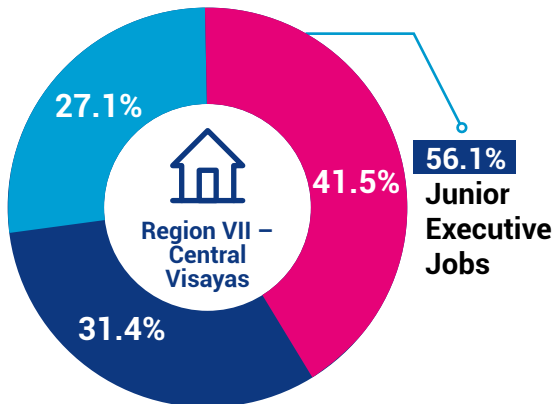
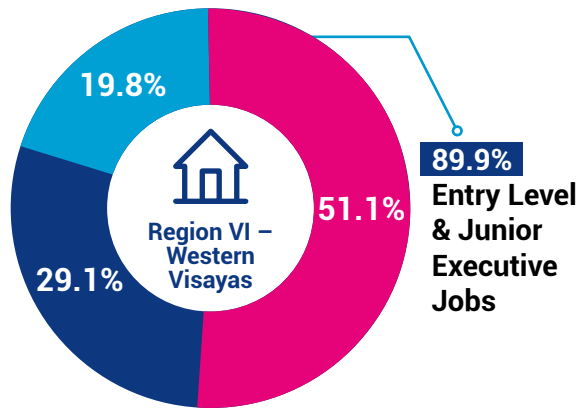
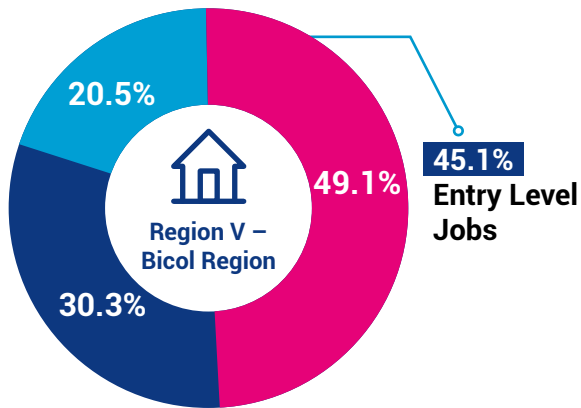


# OVERVIEW OF SALARY GROWTH BY REGION



● Increase ● Decrease ● No Change

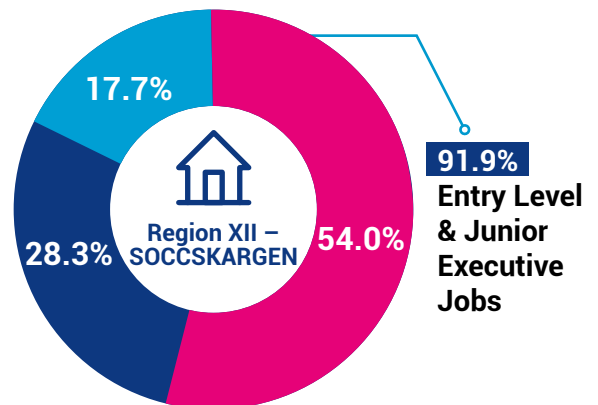
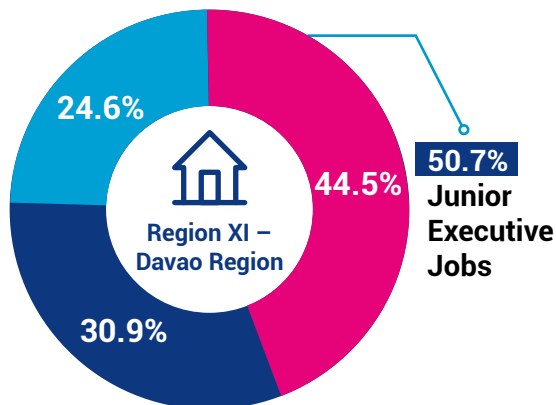
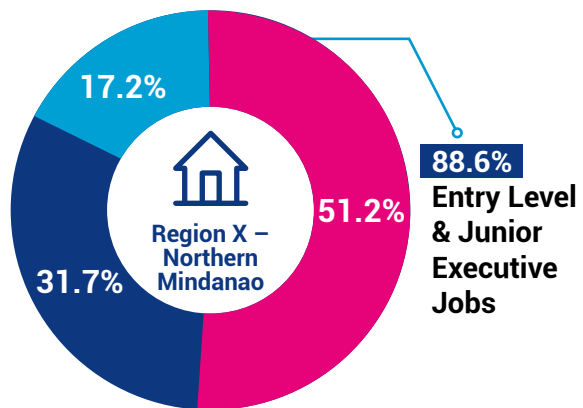
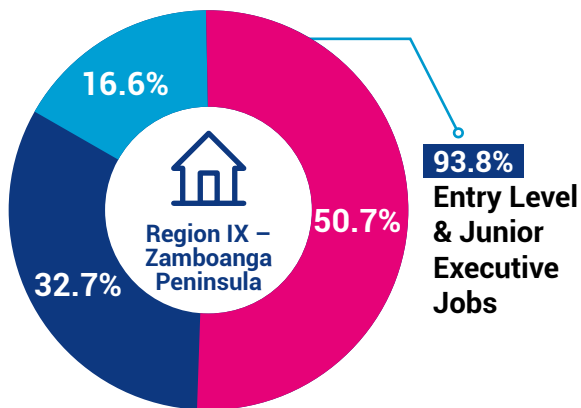
# OVERVIEW OF SALARY GROWTH BY REGION



● Increase    ● Decrease    ● No Change

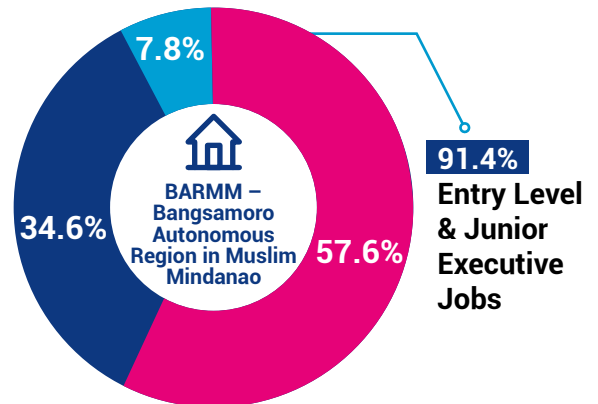
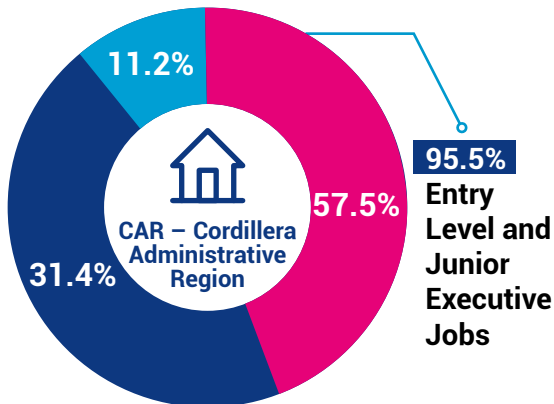
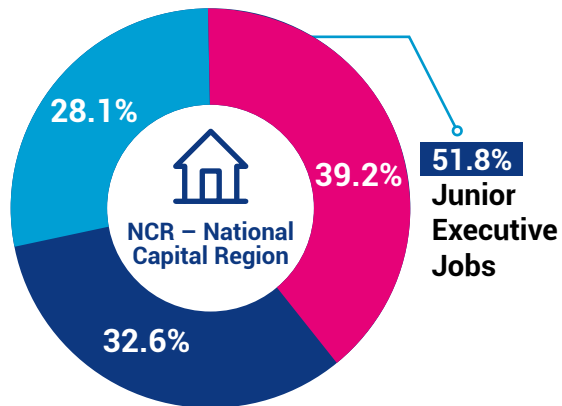
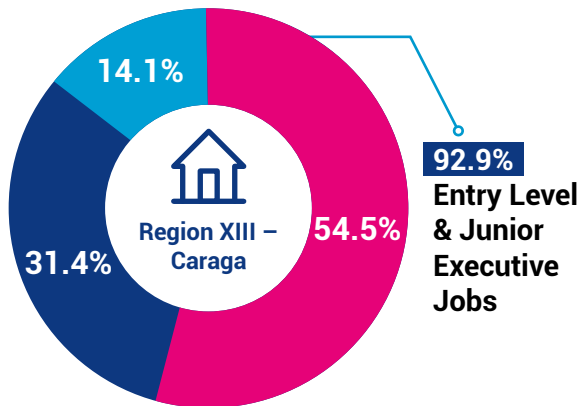


# OVERVIEW OF SALARY GROWTH BY REGION



● Increase ● Decrease ● No Change

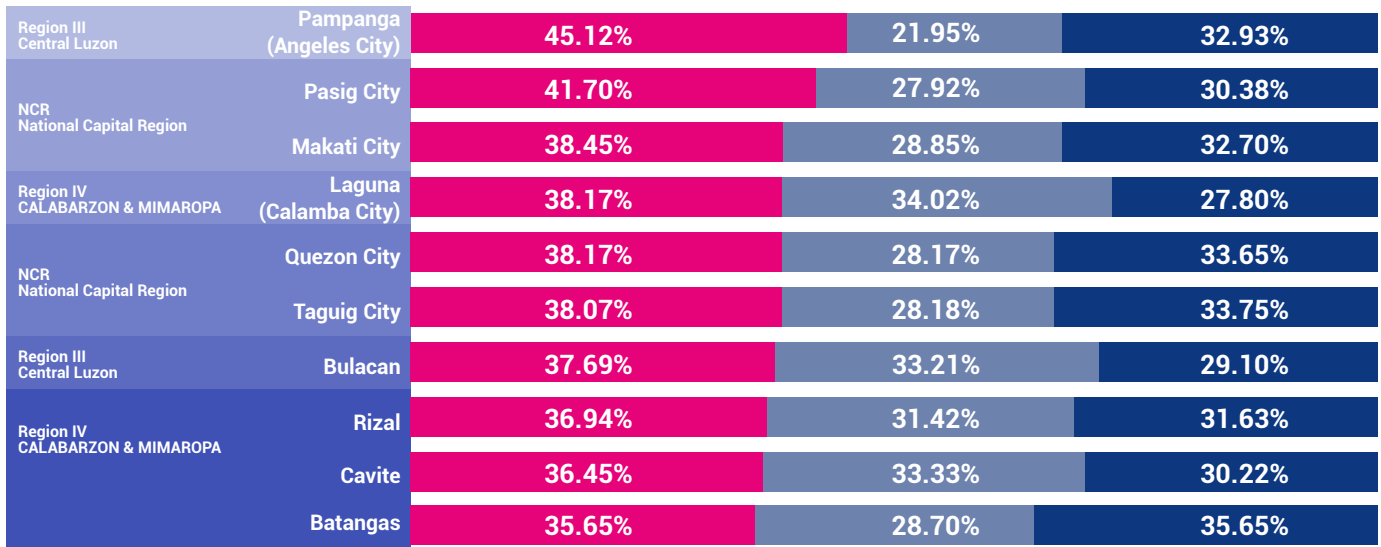
# OVERVIEW OF SALARY GROWTH BY REGION



● Increase ● Decrease ● No Change

## Salary Report Overview: Location

# OVERVIEW OF TOP 10 PROVINCES OF SALARY GROWTH



● Increase   
 ● Decrease   
 ● No Change



**Salary Fact #5**

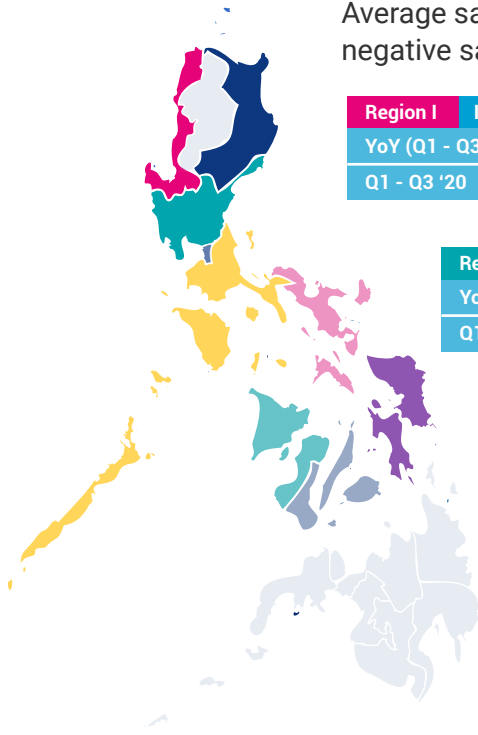
**COMMUNICATION SERVICE**

Industry in NCR With the **Highest Increment of Job Ads (77.4k)**

## Salary Report Overview: Location

# REGIONAL SALARY GROWTH

Average salary growth across all provinces is **9.0%**, with 2 regions recording negative salary growth.



Region I	Ilocos Region
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	+PHP2,137 ▲ 10.6%

Region II	Cagayan Valley
YoY (Q1 - Q3)	+PHP3,736 ▲ 16.7%
Q1 - Q3 '20	+PHP4,816 ▲ 27.5%

Region III	Central Luzon
YoY (Q1 - Q3)	+PHP1,184 ▲ 5.3%
Q1 - Q3 '20	+PHP4,816 ▲ 27.5%

Region IV	CALABARZON & MIMAROPA
YoY (Q1 - Q3)	+PHP1,562 ▲ 7.0%
Q1 - Q3 '20	+PHP4,316 ▲ 24.0%

Region V	Bicol Region
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	+PHP1,562 ▲ 7.5%

Region VI	Western Visayas
YoY (Q1 - Q3)	+PHP2,179 ▲ 9.8%
Q1 - Q3 '20	+PHP4,341 ▲ 24.2%

Region VII	Central Visayas
YoY (Q1 - Q3)	-PHP2,753 ▼ 10.3%
Q1 - Q3 '20	+PHP8,354 ▲ 45.4%

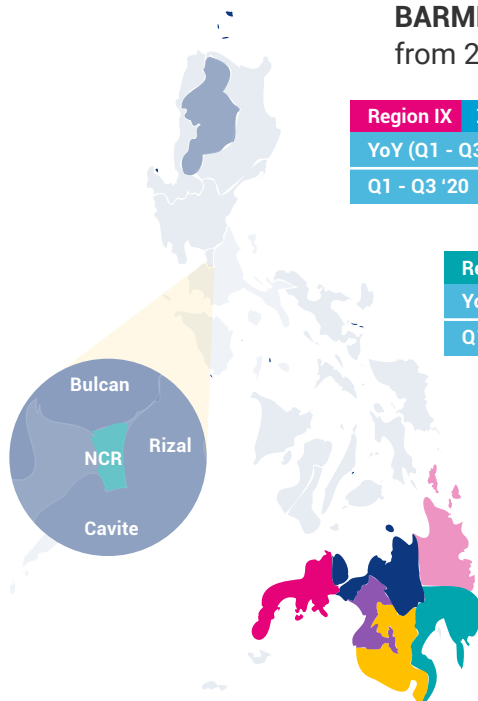
Region VIII	Eastern Visayas
YoY (Q1 - Q3)	+PHP3,551 ▲ 15.8%
Q1 - Q3 '20	+PHP6,763 ▲ 43.0%



**Salary Fact #6** Supervisors in **Public Service** at **SOCCKARGEN** have the **highest salary growth in 2021 (▲103.7%)**

# REGIONAL SALARY GROWTH

**BARMM** is the only region that bounced back from red in terms of salary growth from 2020 to 2021.



Region IX	Zamboanga Peninsula
YoY (Q1 - Q3)	+PHP6,684 ▲ 30.0%
Q1 - Q3 '20	+PHP6,216 ▲ 38.6%

Region X	Northern Mindanao
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	+PHP4,359 ▲ 24.3%

Region XI	Davao Region
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	+PHP5,865 ▲ 35.7%

Region XII	SOCCSKSARGEN
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	+PHP7,316 ▲ 48.8%

Region XIII	Caraga
YoY (Q1 - Q3)	+PHP1,557 ▲ 6.4%
Q1 - Q3 '20	+PHP3,741 ▲ 18.0%

NCR	National Capital Region
YoY (Q1 - Q3)	+PHP750 ▲ 2.7%
Q1 - Q3 '20	+PHP4,359 ▲ 24.2%

CAR	Cordillera Administrative Region
YoY (Q1 - Q3)	-PHP5,635 ▼ 18.3%
Q1 - Q3 '20	+PHP10,366 ▲ 50.6%

BARMM	Bangsamoro Autonomous Region in Muslim Mindanao
YoY (Q1 - Q3)	+PHP1,561 ▲ 7.0%
Q1 - Q3 '20	-PHP685 ▼ 3.0%



Salary Fact #7

Entry Level workers specializing in **Services at the Bicol Region** have the **highest salary growth in 2021** (▲72%)

# TOP 10 PROVINCES OF SALARY GROWTH

Average Salary Growth in Top 10 Provinces: PHP6,866 (37.1%)

<b>Region II</b>	<b>Cagayan Valley</b>		
1	Cagayan (Tuguegarao City)	+PHP11,866	▲ 62.5%
2	Isabela	+PHP5,500	▲ 45.8%
<b>NCR</b>	<b>National Capital Region</b>		
3	Navotas City	+PHP8,000	▲ 45.7%
<b>Region I</b>	<b>Ilocos Region</b>		
4	Pangasinan (Dagupan City)	+PHP12,500	▲ 45.5%
<b>Region III</b>	<b>Central Luzon</b>		
5	Nueva Ecija	+PHP5,450	▲ 33.9%
<b>Region IV</b>	<b>CALABARZON &amp; MIMAROPA</b>		
6	Palawan	+PHP5,395	▲ 33.5%
7	Batangas	+PHP4,700	▲ 31.8%
8	Quezon	+PHP4,750	▲ 27.5%
<b>CAR</b>	<b>Cordillera Administrative Region</b>		
9	Benguet (Baguio City)	+PHP7,500	▲ 25.0%
<b>Region X</b>	<b>Northern Mindanao</b>		
10	Misamis Oriental (CDO)	+PHP3,000	▲ 20.0%

## Salary Report Overview: Location

# LOCATION SALARY GROWTH BY POSITION LEVEL

Junior Executives and Supervisors in **9 regions** have experienced **salary cuts**, the most-affected position levels across all regions.

### Region I – Ilocos Region

	Median Salary	
Entry Level	PHP17,204	-18.1%
Junior Executive	PHP28,276	+15.4%
Supervisor	PHP36,628	+22.1%
Manager	PHP59,000	+31.1%

### Region II – Cagayan Valley

	Median Salary	
Entry Level	PHP22,316	+10.4%
Junior Executive	PHP30,867	+15.4%
Supervisor	PHP33,411	+14.1%
Manager	PHP41,000	-18.0%

### Region III – Central Luzon

	Median Salary	
Entry Level	PHP20,250	+3.7%
Junior Executive	PHP23,000	0.0%
Supervisor	PHP30,000	-7.7%
Manager	PHP48,000	-4.0%

### Region IV – CALABARZON & MIMAROPA

	Median Salary	
Entry Level	PHP19,439	-8.7%
Junior Executive	PHP24,000	-9.4%
Supervisor	PHP34,079	-2.0%
Manager	PHP58,500	+1.7%

## Salary Report Overview: Location

# LOCATION SALARY GROWTH BY POSITION LEVEL

The position level that fared the best is managerial, with managers in **8 regions** paid better than last year.

### Region V – Bicol Region

	Median Salary	
Entry Level	PHP23,877	+7.0%
Junior Executive	PHP26,349	-1.5%
Supervisor	PHP34,079	0.0%
Manager	PHP46,000	+2.2%

### Region VI – Western Visayas

	Median Salary	
Entry Level	PHP23,877	+7.0%
Junior Executive	PHP26,052	-2.6%
Supervisor	PHP34,079	+2.0%
Manager	PHP45,000	-2.2%

### Region VII – Central Visayas

	Median Salary	
Entry Level	PHP19,500	-12.6%
Junior Executive	PHP26,052	-12.7%
Supervisor	PHP34,079	-2.0%
Manager	PHP57,500	0.0%

### Region VIII – Eastern Visayas

	Median Salary	
Entry Level	PHP23,877	+36.4%
Junior Executive	PHP32,114	+46.0%
Supervisor	PHP33,411	+31.0%
Manager	PHP67,661	+14.7%



## Salary Report Overview: Location

# LOCATION SALARY GROWTH BY POSITION LEVEL

The region that fared the **best** is Eastern Visayas, with **all position levels** recoding a growth in salary.

### Region IX – Zamboanga Peninsula

	Median Salary	
Entry Level	PHP22,316	0.0%
Junior Executive	PHP33,411	+33.6%
Supervisor	PHP34,079	+42.0%
Manager	PHP55,000	+15.2%

### Region X – Northern Mindanao

	Median Salary	
Entry Level	PHP23,877	+7.0%
Junior Executive	PHP25,323	+1.3%
Supervisor	PHP32,500	-5.8%
Manager	PHP48,500	+4.3%

### Region XI – Davao Region

	Median Salary	
Entry Level	PHP22,316	0.0%
Junior Executive	PHP23,000	-6.1%
Supervisor	PHP28,276	-3.4%
Manager	PHP45,000	0.0%

### Region XII – SOCCSKSARGEN

	Median Salary	
Entry Level	PHP22,316	0.0%
Junior Executive	PHP26,052	-2.6%
Supervisor	PHP32,500	-3.2%
Manager	PHP40,000	-0.6%

## Salary Report Overview: Location

# LOCATION SALARY GROWTH BY POSITION LEVEL

The National Capital Region (NCR) is the only region that registered **salary decreases** across **all position levels**.

### Region XIII – Caraga

	Median Salary	
Entry Level	PHP23,877	+7.0%
Junior Executive	PHP28,276	+5.7%
Supervisor	PHP36,628	-0.4%
Manager	PHP34,079	-35.1%

### NCR – National Capital Region

	Median Salary	
Entry Level	PHP19,500	-5.8%
Junior Executive	PHP27,000	-1.8%
Supervisor	PHP50,000	-7.4%
Manager	PHP65,000	-3.7%

### CAR – Cordillera Administrative Region

	Median Salary	
Entry Level	PHP18,500	-7.5%
Junior Executive	PHP30,867	-3.9%
Supervisor	PHP34,079	-11.2%
Manager	PHP58,384	+11.2%

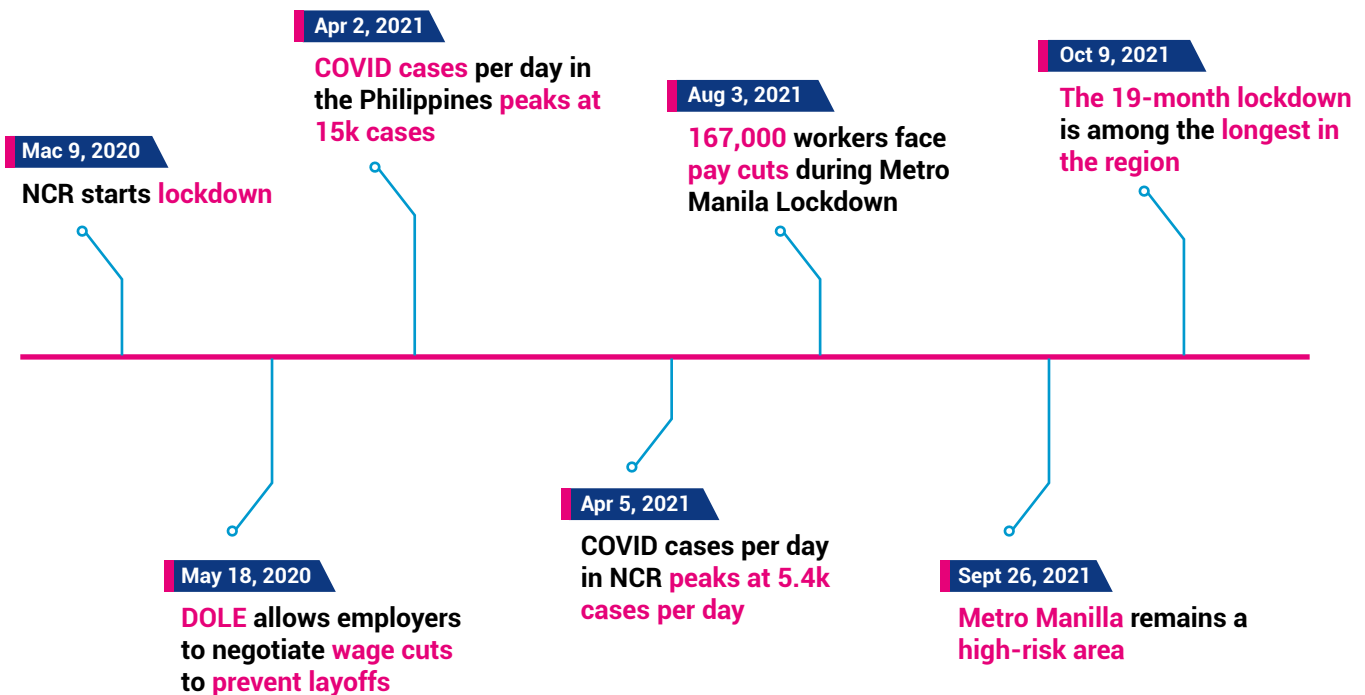
### BARMM – Bangsamoro Autonomous Region in Muslim Mindanao

	Median Salary	
Entry Level	PHP22,316	0.0%
Junior Executive	PHP29,277	-8.7%
Supervisor	PHP68,415	+48.7%
Manager	PHP50,756	+32.5%

## Salary Report Overview: Location

# SALARY DECREASE IN NCR: PREVENTIVE MEASURES TO CONTROL COVID

The National Capital Region (NCR) is the only region that registered **salary decreases** across all position levels.



# SALARY DECREASE IN NCR: BREAKDOWN OF REGIONAL COVID CASES

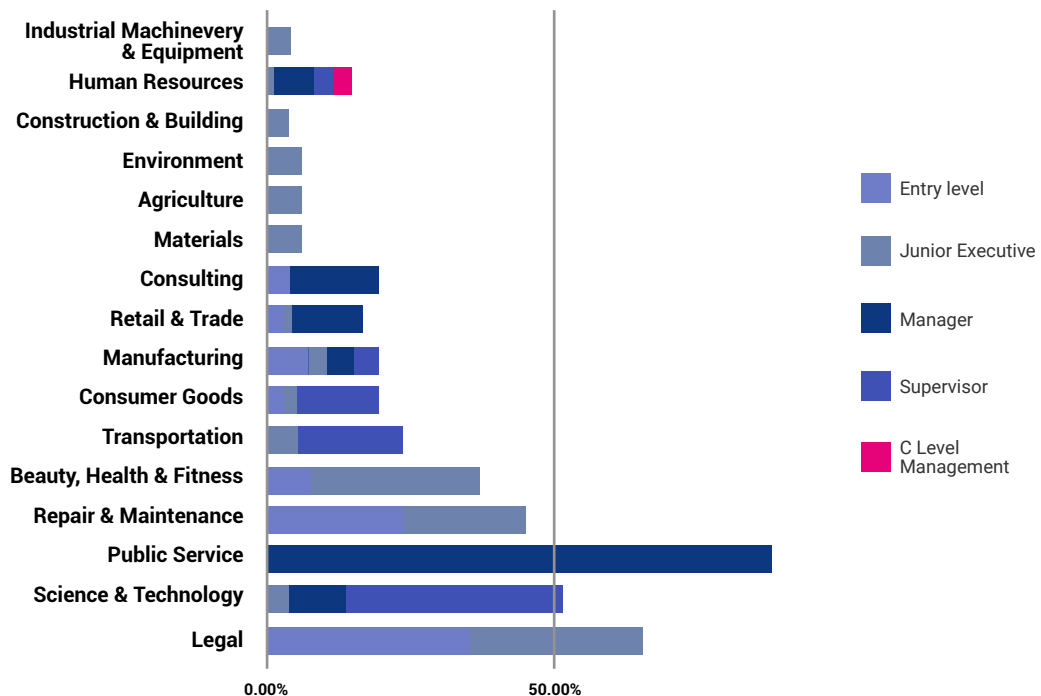
The **NCR** had **1352.4 Covid cases/km<sup>2</sup>** , which may lead to a decrease of salary.

	Covid Cases/km <sup>2</sup>	Cases/100 people	Covid Cases	Region Size	Population
<b>NCR</b> National Capital Region	1352.4	7.17	86,103	636km <sup>2</sup>	12,000,000
<b>Region IV</b> CALABARZON & MIMAROPA	11.7	2.67	519,224	16,873.31km <sup>2</sup>	19,423,600
<b>REGION VII</b> Central Visayas	9.4	1.86	150,000	15,875km <sup>2</sup>	8,081,988
<b>CAR</b> Cordillera Administrative Region	4.4	4.97	86,158	19,422.03km <sup>2</sup>	1,797,600

# SALARY DECREASE IN NCR: INDUSTRIES WITH SALARY GROWTH

Despite the lockdown, **16 industries** in the NCR have bucked the trend with major **year-on-year salary increases**.

NCR Industry Positive Changes Q1 - Q3 (2021 vs 2020)

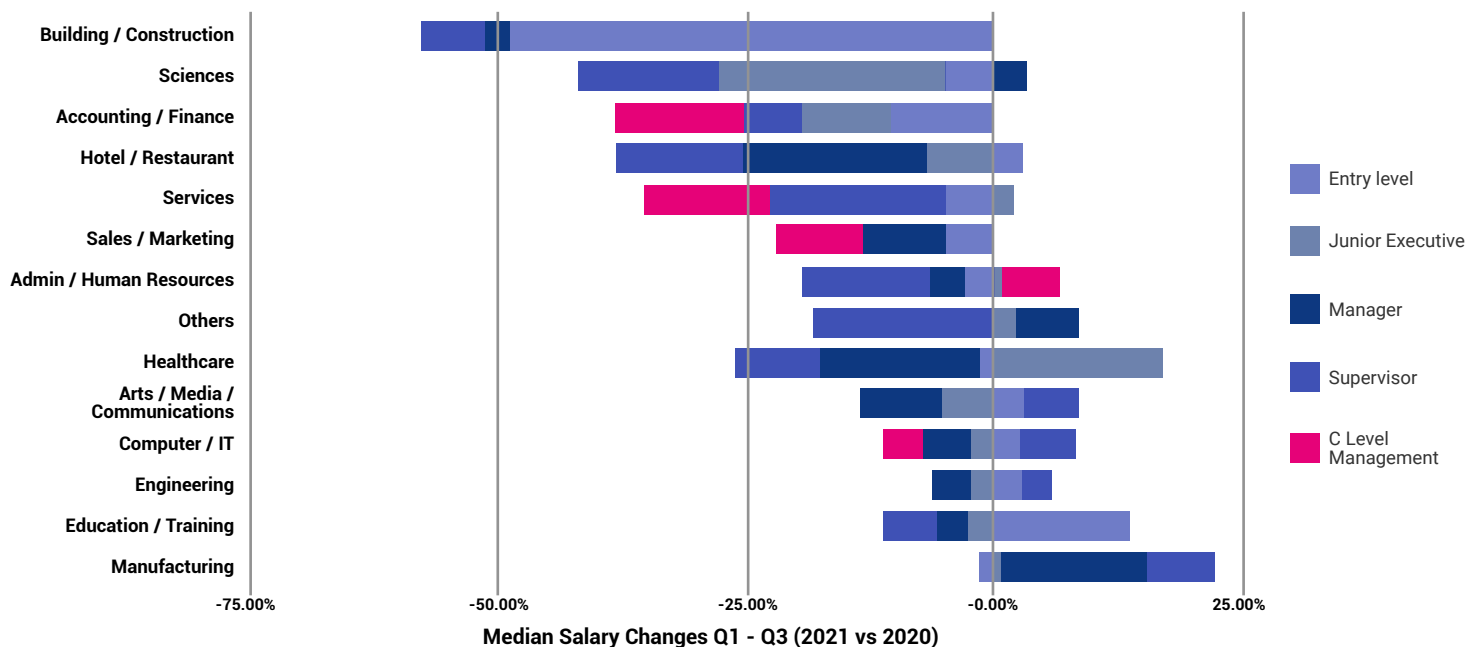


## Salary Report Overview: Location

# SALARY DECREASE IN NCR: AFFECTED SPECIALIZATIONS

13 out of 14 specializations experienced **major salary decreases** in year-on-year position level median salary.

NCR Specialization Job Position Median Salary Changes Q1 - Q3 (2021 vs 2020)



Salary Fact #8

## COMPUTER/IT

Specialization in NCR With the Highest Increment of Job Ads (52.5k)

## Salary Report Overview: Location

# SALARY DECREASE IN NCR: BALIK PROBINSYA

The government's program in **encouraging people** to return to Bukidnon, Camarines Sur, Lanao del Norte, Leyte, North Cotabato, and Zamboanga del Norte have yielded **positive results**.

Region V		Bicol Region			
Location		Salary Changes YoY (Q1 - Q3)		No. of Job Ads Changes YoY (Q1 - Q3)	
1	Camarines Sur	+PHP1,250	▲ 7.8%	+616	▲ 531%
Region VII		Eastern Visayas			
Location		Salary Changes YoY (Q1 - Q3)		No. of Job Ads Changes YoY (Q1 - Q3)	
2	Leyte	+PHP7,877	▲ 49.2%	+1,037	▲ 1026.7%
Region X		Northern Mindanao			
Location		Salary Changes YoY (Q1 - Q3)		No. of Job Ads Changes YoY (Q1 - Q3)	
3	Bukidnon	+PHP1,561	▲ 7%	+358	▲ 271.2%
4	Lanao del Norte	+PHP14,377	▲ 151.3%	+344	▲ 2866.7%
Region IX		Zamboanga Peninsula			
Location		Salary Changes YoY (Q1 - Q3)		No. of Job Ads Changes YoY (Q1 - Q3)	
5	Zamboanga del Norte	+PHP4,316	▲ 24%	+151	▲ 943.8%
Region XII		SOCCSKSARGEN			
Location		Salary Changes YoY (Q1 - Q3)		No. of Job Ads Changes YoY (Q1 - Q3)	
6	North Cotabato	+PHP1,392	▲ 8.6%	+92	▲ 1150%

# Salary Report

## Overview:

### SME vs Corporate



### Size Does Not Necessarily Matter

Detailed breakdown of salaries paid to workers of different **specializations** and **job levels**. **Corporations** generally offer **higher salaries**, but certain specializations pay more in SMEs.



# HIGHLIGHTS: SME VS CORPORATE SALARY

## SME vs Corporate Salary Insights

SME

Corporate

Computer IT (PHP 34.5k)



Computer IT (PHP 55.0k)

### Highest Paid Industry

Measured by highest median salary

Computer / IT (PHP 40.0k)



Computer / IT (PHP 46.0k)

### Highest Paid Specialization

Measured by highest median salary

Telecommunication (▲ 35.9%)



Consulting (▲ 91.3%)

### Top Growth Industry

Measured by highest salary increase percentage

Sciences (▲ 19.4%)



Accounting / Finance (▲ 25.5%)

### Top Growth Specialization

Measured by highest salary increase percentage

No specialization showed a decrease in overall median salary



Hotel / Restaurant (▼ 13.8%)

### Top Specialization at Risk

Measured by highest salary decrease percentage

## Salary Report Overview: SME vs Corporate

# STABLE SME INDUSTRIES AMIDST THE PANDEMIC

COVID has taken its economic toll on the country, with many businesses shutting down. However, some SMEs have persevered with a strengthened footing in the industry.

## SME Industries with Salary Increments for 2 Consecutive Years

	Industry	Salary Changes			
		YoY (Q1 - Q3) '20		YoY (Q1 - Q3) '21	
Entry Level	Legal	+PHP5,750	▲ 33.3%	+PHP12,000	▲ 52.2%
	Healthcare	+PHP1,150	▲ 7.7%	+PHP1,400	▲ 8.7%
	Banking & Finance	+PHP750	▲ 4.9%	+PHP1,250	▲ 7.8%
Junior Executive	Banking & Finance	+PHP2,700	▲ 15.0%	+PHP4,300	▲ 20.8%
	Healthcare	+PHP250	▲ 1.5%	+PHP3,200	▲ 18.3%
	Consulting	+PHP500	▲ 2.1%	+PHP3,000	▲ 12.8%
Supervisor	Consulting	+PHP2,750	▲ 7.9%	+PHP12,250	▲ 32.5%
	Education	+PHP625	▲ 2.2%	+PHP7,375	▲ 25.1%
	Transportation	+PHP1,300	▲ 5.4%	+PHP4,700	▲ 18.6%
Manager	Retail & Trade	+PHP1,250	▲ 4.6%	+PHP11,250	▲ 39.1%
	Transportation	+PHP2,750	▲ 7.3%	+PHP7,750	▲ 19.3%
	Telecommunication	+PHP1,000	▲ 2.2%	+PHP6,500	▲ 14.1%



**Salary Fact #9** 35.9% (PHP 6.6k) **Telecommunication** is the Industry With the **Highest Median Salary Growth** Among SMEs.

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Report Overview: SME vs Corporate

# STABLE SME SPECIALIZATIONS AMIDST THE PANDEMIC

Despite businesses winding up due to COVID, some SME specializations have emerged stronger to fill niches in the job market.

## SME Specializations with Salary Increments for 2 Consecutive Years

	Industry	Salary Changes			
		YoY (Q1 - Q3) '20		YoY (Q1 - Q3) '21	
Entry Level	Sciences	+PHP2,050	▲ 17.1%	+PHP4,150	▲ 29.5%
	Computer / IT	+PHP250	▲ 1.5%	+PHP2,750	▲ 15.9%
	Engineering	+PHP27	▲ 0.2%	+PHP673	▲ 4.2%
Junior Executive	Computer / IT	+PHP1,500	▲ 5.0%	+PHP3,500	▲ 11.1%
	Services	+PHP1,044	▲ 5.7%	+PHP2,056	▲ 10.6%
	Arts / Media / Communications	+PHP1,000	▲ 5.0%	+PHP1,500	▲ 7.1%
Supervisor	Sciences	+PHP4,000	▲ 12.1%	+PHP5,900	▲ 25.7%
	Building / Construction	+PHP0	▲ 0.0%	+PHP4,500	▲ 15.0%
	Sales / Marketing	+PHP0	▲ 0.0%	+PHP3,750	▲ 15.0%
Manager	Sales / Marketing	+PHP4,500	▲ 15.0%	+PHP5,501	▲ 15.9%
	Services	+PHP0	▲ 0.0%	+PHP6,500	▲ 14.1%
	Manufacturing	+PHP250	▲ 0.6%	+PHP2,250	▲ 5.6%



**Salary Fact #10** 19.4% (PHP 3.5k) **Sciences** is the Specialization With the **Highest Median Salary Growth** Among SMEs

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# AT-RISK SME INDUSTRIES AMIDST THE PANDEMIC

Industries directly impacted by the pandemic had to **reduce salaries** in order to survive. Industrial Machinery & Equipment and Social Services are the most affected with 2 position levels in this list.

## SME Industries with Highest Salary Decrements

	Industry	Salary Changes	
		YoY (Q1 - Q3) '21	
Entry Level	Consumer Goods	-PHP1,700	▼ 10.6%
	Industry Machinery & Equipment	-PHP500	▼ 3.1%
	Telecommunication	-PHP400	▼ 2.4%
Junior Executive	Social Services	-PHP1,200	▼ 5.2%
	Media	-PHP900	▼ 4.9%
	Hospitality	-PHP250	▼ 1.4%
Supervisor	Social Services	-PHP11,192	▼ 24.2%
	Industrial Machinery & Equipment	-PHP4,500	▼ 16.7%
	Marketing & Advertising	-PHP2,500	▼ 7.1%
Manager	Electrical / Electronics	-PHP7,500	▼ 13.0%
	Construction & Building	-PHP3,500	▼ 7.6%
	Property & Real Estate	-PHP3,000	▼ 6.5%

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

# AT-RISK SME SPECIALIZATIONS AMIDST THE PANDEMIC

As the pandemic causes the economy to slow down, specializations in affected industries had to endure pay cuts in order to survive.

## SME Specializations with Highest Salary Decrements

	Specialization	Salary Changes	
		YoY (Q1 - Q3) '21	
Entry Level	Arts / Media / Communications	-PHP600	▼ 3.7%
	Education / Training	-PHP400	▼ 2.2%
	Accounting / Finance	-PHP81	▼ 0.5%
Supervisor	Arts / Media / Communications	-PHP2,500	▼ 7.1%
	Healthcare	-PHP1,150	▼ 4.0%
Manager	Healthcare	-PHP4,000	▼ 8.4%
	Education / Training	-PHP3,000	▼ 6.3%
C Level Management	Sales / Marketing	-PHP3,500	▼ 4.4%

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Report Overview: SME vs Corporate

# SME VS CORPORATE SALARIES BY SPECIALIZATION AND JOB LEVEL

Corporates generally pay better, but SME **Managers** in **Healthcare** are paid higher than their counterparts in corporates by **42.6%**.

## Salary Breakdown by Specialization and Job Level, Year-on-Year (2021 Q1 - Q3)

Job Level Specialization	Entry Level		Junior Executive		Supervisor		Manager		C Level	
Accounting / Finance	18,500	16,000	26,000	19,500	40,250	32,500	74,750	45,600	140,000	125,000
Admin / Human Resources	18,500	14,950	22,500	17,500	40,250	27,500	75,000	40,625	190,000	108,000
Arts / Media / Communication	18,500	15,500	25,000	22,500	40,000	32,500	70,000	42,000		
Building / Construction	16,000	17,500	22,500	21,500	32,500	34,500	55,000	46,875	50,000	
Computer / IT	20,000	20,000	46,000	35,000	65,303	72,000	90,000	80,500	140,000	
Education / Training	20,000	18,000	29,500	20,700	40,250	30,000	75,000	46,000		
Engineering	18,500	16,800	23,000	20,400	35,000	30,000	58,750	50,000		
Healthcare	22,000	17,500	23,500	20,000	40,000	27,600	30,500	43,500		
Hotel / Restaurant	19,000	15,000	23,250	16,500		21,550		28,750		
Manufacturing	18,000	15,600	25,000	17,000	32,500	24,000	76,250	42,500	172,500	
Sales / Marketing	22,000	16,500	23,500	21,000	32,500	28,750	51,750	40,250	200,000	76,500
Sciences	18,500	18,400	23,250	20,500	51,750	29,000	81,000	42,500		
Services	19,500	18,000	22,000	21,500	36,500	30,000	78,000	52,500	172,500	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience ● Corporate ● SME

# Salary Breakdown by Industry, Specialization, and Job Level



## Same Level, Different Pay

Entry-level workers could be **paid more than junior executives** of a different industry, likewise with a senior executive versus a manager. Salaries of the **same position level vary greatly** across industries. Find out how much each specialization pays across different industries.

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE AGRICULTURE INDUSTRY BY SPECIALIZATION & JOB LEVEL

Managers specializing in **Sciences** had the greatest salary increment in the industry at **30.4%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	16,241	18,000	24,000	45,000	
Accounting / Finance	15,000	17,250	30,750	43,500	
Admin / Human Resources	15,000	16,500		83,406	
Manufacturing	15,000	16,800	20,700		
Sciences	17,000	20,000	22,500	45,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience



## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE BANKING & FINANCE INDUSTRY BY SPECIALIZATION & LEVEL

At **14.3%**, Managers specializing in **Sales / Marketing** had the highest salary increment in the Banking & Finance industry.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	14,750	24,000	42,500	60,000	149,500
Accounting / Finance	14,950	23,500	41,000	60,000	155,000
Admin / Human Resources	14,000	21,375	37,500	62,500	
Computer / IT	17,250	37,500	65,000	80,000	105,000
Sales / Marketing	13,440	17,500	30,000	60,000	
Services	15,500	25,000	40,000	60,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE COMMUNICATION SERVICE INDUSTRY BY SPECIALIZATION & JOB LEVEL

C-Level Management workers specializing in **Sales / Marketing** in the industry had the largest salary increment (**46.4%**) compared to last year.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	19,500	28,000	55,000	80,500	175,000
Accounting / Finance	21,600	30,000	52,500	80,500	160,000
Admin / Human Resources	18,500	25,000	42,500	80,000	200,000
Arts / Media / Communication	18,000	30,000	47,500	60,000	
Building / Construction	16,500	32,500	46,000	60,000	
Computer / IT	20,500	47,500	85,000	100,000	157,500
Education / Training	24,000	32,500	42,250	75,000	172,500
Engineering	19,500	25,500	45,000	75,000	
Healthcare	24,000	29,500	47,500	80,000	
Manufacturing	18,500	27,500	42,000	80,000	172,500
Sales / Marketing	22,500	29,500	50,000	75,000	205,000
Sciences	19,500	30,000	51,750	90,000	
Services	19,500	23,500	39,000	78,000	175,000

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE COMPUTER / IT INDUSTRY BY SPECIALIZATION & JOB LEVEL

Entry-level workers specializing in **Manufacturing** had the highest salary surge in the industry at **39.1%**.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	19,550	40,000	75,000	80,000	122,500
Accounting / Finance	17,500	24,000	45,000	70,000	
Admin / Human Resources	17,500	24,000	38,750	62,500	
Arts / Media / Communication	14,000	27,500	45,000		80,000
Computer / IT	20,000	46,000	80,000	90,000	200,000
Engineering	19,000	24,000	50,000	51,375	
Manufacturing	24,000	35,000	47,500	70,000	
Sales / Marketing	20,700	27,500	49,000	55,000	
Services	17,500	28,625	45,000	82,500	



**Salary Fact #11** Computer/IT is the **Highest Paying Industry** (PHP 45k) and **Specialization** (PHP 55k)

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE CONSTRUCTION / BUILDING INDUSTRY BY SPECIALIZATION & JOB LEVEL

In this industry, workers specializing in **Computer / IT** are **paid the most** compared to all specializations in their **respective position levels**.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	17,000	20,700	32,500	51,750	105,000
Accounting / Finance	16,500	19,500	30,000	55,000	
Admin / Human Resources	15,250	18,000	28,750	41,125	
Building / Construction	17,500	22,500	34,500	55,000	117,500
Computer / IT	18,000	26,000	40,000		
Engineering	18,000	21,500	33,600	55,000	
Manufacturing	17,000	18,000	28,750	37,500	
Sales / Marketing	17,000	19,000	32,500	38,400	
Services	15,000	21,000	32,500	61,250	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE CONSULTING INDUSTRY BY SPECIALIZATION & JOB LEVEL

At PHP114,500, Managers specializing in **Computer/IT** in the industry are the **highest paid** compared to their peers across **all industries**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	19,000	30,000	65,000	70,000	166,250
Accounting / Finance	18,000	24,000	42,500	70,000	
Admin / Human Resources	15,500	22,000	38,000	60,000	
Arts / Media / Communications		30,000	47,500	63,500	
Building / Construction	18,500	24,000	45,000	57,500	
Computer / IT	21,250	48,000	82,500	114,500	
Engineering	18,400	25,300	44,000	64,000	
Sales / Marketing	18,000	26,500	42,500	60,000	
Services	19,500	26,500	57,500	77,500	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE CONSUMER GOODS INDUSTRY BY SPECIALIZATION & JOB LEVEL

Managers specializing in **Manufacturing** in the industry had the highest salary hike compared to other specializations in the industry at **41.3%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	15,000	22,500	36,000	60,000	168,750
Accounting / Finance	16,000	18,750	34,500	79,000	
Manufacturing	14,750	22,500	36,750	65,000	
Sales / Marketing	14,400	22,500	35,000	55,000	
Services	14,000	21,000	41,000	75,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE EDUCATION INDUSTRY BY SPECIALIZATION & JOB LEVEL

Monthly salary of Managers in the **Sales/Marketing** specialization grew by **71%**, highest in the industry.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	23,877	26,754	48,313	47,500	85,074
Accounting / Finance	18,625	19,593	19,593	45,000	
Admin / Human Resources	23,877	18,251	30,000		99,443
Computer / IT	18,000	30,000	80,000	100,000	
Education / Training	23,877	28,276	48,313	47,500	54,600
Sales / Marketing	17,375	20,600	29,750	59,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE ELECTRICAL / ELECTRONIC INDUSTRY BY SPECIALIZATION & JOB LEVEL

Entry-level workers specializing in **Services** had the highest salary growth compared to their industry peers at **21.2%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	17,250	23,000	40,250	65,000	136,750
Accounting / Finance	17,000	26,000	40,250	60,000	
Admin / Human Resources	15,500	19,000	33,600	69,000	
Building / Construction		23,000	36,750	62,500	
Computer / IT	19,000	31,500	67,500	87,500	
Engineering	18,000	24,000	42,500	72,000	
Manufacturing	16,800	21,500	33,600	60,000	
Sales / Marketing	17,750	22,500	30,000	57,500	
Services	20,000	22,500	42,500	59,225	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience



# SALARIES IN THE FOOD & BEVERAGES INDUSTRY BY SPECIALIZATION & JOB LEVEL

Supervisors specializing in **Engineering** of the industry had the biggest pay rise at **38%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	13,500	17,100	23,500	34,500	105,500
Accounting / Finance	16,100	18,500	26,400	48,000	
Admin / Human Resources	15,550	17,500	24,000	49,000	
Engineering	16,800	19,000	34,500		
Hotel / Restaurant	12,000	14,500	19,000	26,000	
Manufacturing	16,000	16,000	23,000	40,800	
Sales / Marketing	12,000	18,000	23,875	40,000	
Services	12,000	16,250	24,000	40,250	



Salary  
Fact **#12**

**Hotel/Restaurant** Is the **Top Specialization at Risk**  
With the **Highest Decrease in Median Salary at**  
**2.6% (PHP500)**

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE HEALTHCARE INDUSTRY BY SPECIALIZATION & JOB LEVEL

**Admin / Human Resources Managers** in the industry had their monthly salary increased by **25%**, highest in the industry.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	20,000	27,500	35,000	55,000	95,500
Accounting / Finance	16,000	19,400	35,000	60,000	
Admin / Human Resources	17,000	18,784	32,500	57,500	
Computer / IT	19,500	32,500	67,500	68,500	
Healthcare	21,205	39,986	32,350	48,000	
Manufacturing	13,949	20,000	35,000		
Sales / Marketing	18,000	21,000	32,500	47,500	
Services	18,500	23,000	37,000	85,000	



**Salary Fact #13** Healthcare had the **Highest Median Salary Growth** Among All Specializations at **28.3%**.

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE HUMAN RESOURCES INDUSTRY BY SPECIALIZATION & JOB LEVEL

Entry-level workers specializing in **Education/Training**, Junior Executives in **Computer/IT**, and C-Level Management in **Admin/Human Resources** are the **highest paid** compared to their peers of the same position level across all industries.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	17,500	32,500	65,000	77,500	175,000
Accounting / Finance	16,000	27,500	45,000	75,000	175,000
Admin / Human Resources	14,325	22,500	38,500	75,000	230,000
Arts / Media / Communication	17,500	27,500	45,000		
Building / Construction	15,500	24,000	36,000	80,000	
Computer / IT	22,500	56,250	85,000	103,500	215,000
Education / Training	40,000	30,000	57,500	70,000	
Engineering	17,500	25,000	41,500	75,000	
Healthcare	19,500	41,500	60,000	80,000	
Manufacturing	13,500	20,000	32,500	60,000	
Sales / Marketing	14,000	25,000	45,000	65,000	172,500
Sciences		30,000	50,000	108,750	
Services	19,000	26,500	46,000	90,000	175,000

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE INSURANCE INDUSTRY BY SPECIALIZATION & JOB LEVEL

Managers specializing in **Sales/Marketing** saw their salaries increased by **13%**, highest in the industry.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	17,000	22,000	45,000	75,000	175,000
Accounting / Finance	15,250	22,500	42,250	70,000	
Computer / IT		40,000	71,750	93,750	
Sales / Marketing	17,500	17,500	42,250	65,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE MANUFACTURING INDUSTRY BY SPECIALIZATION & JOB LEVEL

Salaries for Entry-level workers specializing in **Building/Construction** had a salary increment of **45.2%**, highest in the industry.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	15,500	18,000	28,750	50,000	150,000
Accounting / Finance	16,000	18,400	30,000	53,750	
Admin / Human Resources	14,500	16,800	28,500	60,000	
Building / Construction	22,500	20,000	30,000	55,000	
Computer / IT	17,125	24,000	51,750	70,000	
Engineering	16,000	19,200	30,000	55,000	
Manufacturing	14,500	17,000	24,000	50,000	
Sales / Marketing	14,400	17,500	27,750	45,001	
Sciences	17,500	20,500	30,500	34,500	
Services	12,000	18,400	27,500	60,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE MARKETING & ADVERTISING INDUSTRY BY SPECIALIZATION & JOB LEVEL

Arts/Media/Communications Managers in the industry saw their salaries increased by 20.1%, highest compared to other specializations.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	19,500	25,000	42,250	43,750	67,500
Admin / Human Resources	16,081	19,500	36,750		
Arts / Media / Communications	20,600	25,000	40,250	41,125	
Computer / IT	25,000	36,000	72,000	90,000	
Sales / Marketing	21,500	26,500	35,000	37,500	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE OIL & GAS INDUSTRY BY SPECIALIZATION & JOB LEVEL

**Sales/Marketing** Supervisors had the biggest salary increment in the industry at **25.5%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	14,000	21,500	35,000	60,000	
Accounting / Finance	14,500	19,000	32,200	60,000	
Admin / Human Resources	13,800	17,000	35,000	75,000	
Engineering	15,500	22,500	33,750	55,000	
Sales / Marketing	12,000	21,500	34,500	48,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE PROPERTY & REAL ESTATE BY SPECIALIZATION & JOB LEVEL

**Arts/Media/Communication** Supervisors in the industry had the highest monthly income gain of **30.4%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	16,500	20,000	32,500	55,000	115,000
Accounting / Finance	17,250	19,000	32,500	56,250	
Admin / Human Resources	16,000	18,000	26,500	51,667	
Arts / Media / Communications	17,250	22,500	37,500		
Building / Construction	17,000	20,700	32,500	55,000	66,000
Computer / IT	20,000	30,000	40,500	71,000	
Engineering	20,000	23,000	33,600	61,250	
Manufacturing	16,100	18,000	28,750	60,000	
Sales / Marketing	16,500	19,500	27,500	55,000	
Services	16,375	20,400	30,500	70,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience



## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN PUBLIC SERVICE BY SPECIALIZATION & LEVEL

**Healthcare** Supervisors are paid an average monthly salary of **PHP98,886**, highest compared to all managers across all industries.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	22,877	32,114	34,079	69,394	86,742
Accounting / Finance	20,754	32,761	65,160	63,807	60,901
Admin / Human Resources	14,847	24,495	65,319	83,406	90,913
Arts / Media / Communication	15,461	30,059	43,681		
Building / Construction	23,447	36,628	83,203	78,068	
Education / Training	23,877	28,276	48,313		
Engineering	16,714	28,539	64,994	76,737	
Healthcare	32,053	39,986	98,886	86,742	
Hotel / Restaurant	15,275	30,218	52,416		
Manufacturing	14,400	22,938	85,074		
Sales / Marketing	20,754	33,575	43,681	86,742	
Sciences	19,233	33,575	43,681	70,854	
Services	29,668	32,114	34,079	34,079	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE RETAIL & TRADE INDUSTRY BY SPECIALIZATION & JOB LEVEL

Managers specializing in **Arts / Media / Communications** in the industry had the largest monthly income rise of **42.9%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	16,081	18,000	23,000	40,000	92,000
Accounting / Finance	15,600	17,500	27,500	48,000	
Admin / Human Resources	14,500	16,755	24,000	42,500	
Arts / Media / Communication	16,900	21,500	29,375	50,000	
Building / Construction	17,500	19,000	27,500	40,000	
Computer / IT	18,000	23,000	35,000	60,000	
Engineering	16,500	19,000	25,000	40,250	
Healthcare	22,000	19,000	21,600	30,500	
Hotel / Restaurant	14,481	16,800	23,500	28,750	
Manufacturing	15,600	17,500	23,000	42,000	
Sales / Marketing	15,000	18,400	21,000	37,500	92,000
Sciences	18,500	20,700	26,500		
Services	14,500	18,000	26,450	46,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE SCIENCE & TECHNOLOGY INDUSTRY BY SPECIALIZATION & JOB LEVEL

All workers in **Engineering** are the **highest paid** in their respective position levels compared to their industry peers.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	17,500	23,500	32,500	50,000	
Accounting / Finance	18,000	25,500	32,500	52,000	
Admin / Human Resources	17,250	24,000	45,840		
Engineering	19,593	36,314	57,500		
Healthcare	17,250	21,500	29,750		
Sales / Marketing	14,950	16,800	22,500	42,500	
Sciences	19,593	28,276	46,791		
Services	18,000	24,000		57,500	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE SOCIAL SERVICES BY SPECIALIZATION & JOB LEVEL

**Accounting/Finance** Supervisors have the biggest salary increment compared to their industry peers at **33.8%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	29,668	32,114	35,000	65,000	
Accounting / Finance	17,550	28,924	47,500		
Admin / Human Resources	14,400	23,500	88,997		
Services	29,668	32,114	34,079		

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN TELECOMMUNICATION BY SPECIALIZATION & LEVEL

Entry-Level workers in the **Sales/Marketing** specialization had the largest monthly income increase at **39.1%**.

Job Level	Entry Level	Junior Executive	Supervisor	Manager	C Level
Specialization					
Overall Industry	19,500	24,000	36,000	57,500	142,000
Accounting / Finance	16,100	23,000	32,500	66,000	
Admin / Human Resources	17,500	20,600	32,500	48,000	
Arts / Media / Communications		27,500	50,000	48,000	
Building / Construction		24,000	37,500	56,250	
Computer / IT		32,500	61,250	84,000	
Engineering	18,000	21,500	38,400	60,000	
Sales / Marketing	24,000	27,500	32,500	45,000	
Services	18,000	21,600	33,500	80,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE TRANSPORTATION INDUSTRY BY SPECIALIZATION & JOB LEVEL

**Computer/IT** Supervisors in the industry are paid higher than the overall salaries of Managers in the industry at **PHP55,000**.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Overall Industry	14,950	18,000	28,750	52,500	120,000
Accounting / Finance	15,000	18,122	30,000	57,500	
Admin / Human Resources	15,000	17,250	27,500	50,000	
Computer / IT	20,000	28,750	55,000	72,500	
Engineering	15,800	17,000	25,000	45,000	
Manufacturing	15,500	16,000	21,600	40,250	
Sales / Marketing	14,000	20,000	29,500	52,500	
Services	14,500	18,000	27,500	55,000	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE OTHER INDUSTRIES BY JOB LEVEL

The **Legal** industry had the **highest median salary growth (45.1%)** among all Industries.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Apparel & Textiles	15,500	17,250	24,000	37,500	
Beauty, Health & Fitness	12,000	16,000	35,000	28,750	
Entertainment	17,500	22,650	30,000	57,500	
Environment	23,877	31,460	37,933	68,433	
Hospitality	16,000	18,125	27,500	45,000	162,500
Industrial Machinery & Equipment	15,600	19,000	24,000	36,000	

 **Salary Fact #14** The Mining Industry Is the Top Industry at Risk With a 29.5% (PHP 9.6k+) in Median Salary.

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

## Salary Breakdown by Industry, Specialization, and Job Level

# SALARIES IN THE OTHER INDUSTRIES BY JOB LEVEL

**Managers** in the Materials industry are paid **PHP115,000**, highest in the position level compared to other industries in this and the previous page.

Job Level Specialization	Entry Level	Junior Executive	Supervisor	Manager	C Level
Legal	31,200	32,500	30,000	51,750	
Materials		28,750	52,000	115,000	
Media	16,000	19,500	30,000	48,750	
Mining	16,220	22,050	37,500	77,500	
Repair & Maintenance	15,800	19,000	32,500	47,500	
Sports		18,000	36,000	42,000	
Travel & Tourism	16,800	22,500	50,000	57,500	

\*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience





# SUMMARY: SALARY BREAKDOWN BY INDUSTRY, SPECIALIZATION, AND JOB LEVEL



Job market in the Philippines recorded an overall salary growth, with the **Manufacturing and Sales/Marketing** specialization leading the way with **highest year-on-year salary growth**.



The Mining industry **experienced large salary declines**.



**Half of the industries** operating in NCR suffered salary declines, with **Travel & Tourism** and **Apparel & Textiles** being the most affected of all.



Computer/IT is the **highest earning industry** and specialization.



**At-risk specializations** such as Engineering and Accounting/Finance also experienced large salary decreases.



With **overall salaries trending upwards** and certain roles stagnant, companies can leverage this foresight to **plan for and acquire talent** before the market fully recovers.

# Hiring Action Plan **2022**

## Plan Ahead by Acting Now

With a clearer picture of the hiring landscape, **employers** and **candidates** can now **enable their plans** with the suite of tools from JobStreet. Let us help you with the what, where, and how to thrive in Philippines' job market.



# ACTION PLAN #1: LEVERAGE KEY ATTRACTORS



Job Security



Work-Life Balance



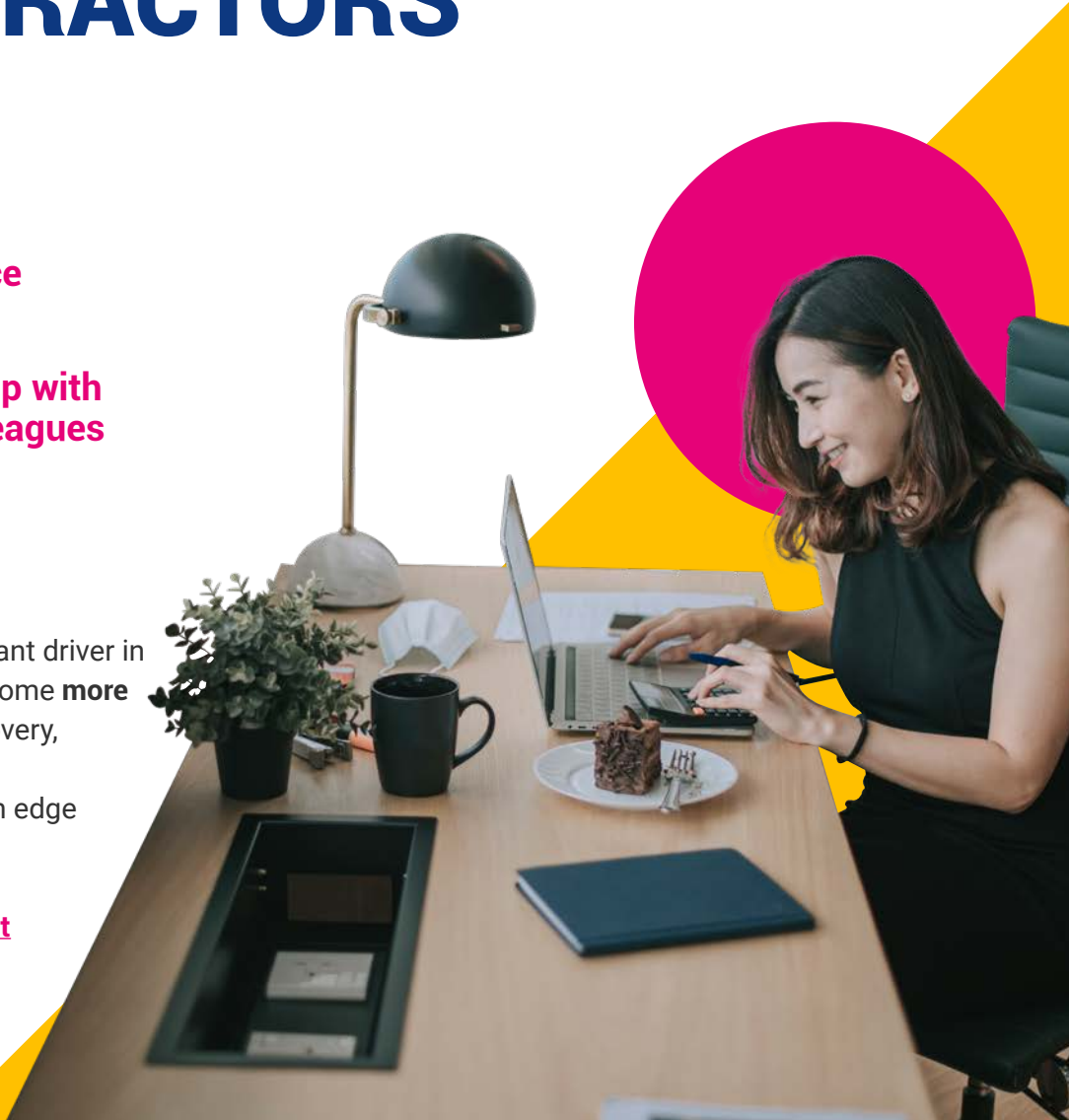
Good Relationship with Superiors & Colleagues



Room for Career Development

**Job security** is the most important driver in the Philippines. As salaries become **more competitive** on the road to recovery, companies should **understand candidates more** to maintain an edge over competitors.

Visit the [Decoding Global Talent report series](#), for a deeper dive into other candidate-motivating factors.



# ACTION PLAN #2: LOOK BEYOND BORDERS

The Philippines is the top country for these countries for remote employment: Belize, Cuba, Brunei, Palestine, Togo, Canada, Afghanistan, Andorra, Antigua and Barbuda, Argentina.

With **hybrid work models** accelerated due to the pandemic, employers can look beyond geographical and physical limitations to **build a diverse workforce**. Learn more by visiting the [Decoding Global Talent report series](#).



# ACTION PLAN #3: SHIFT THE HIRING PARADIGM

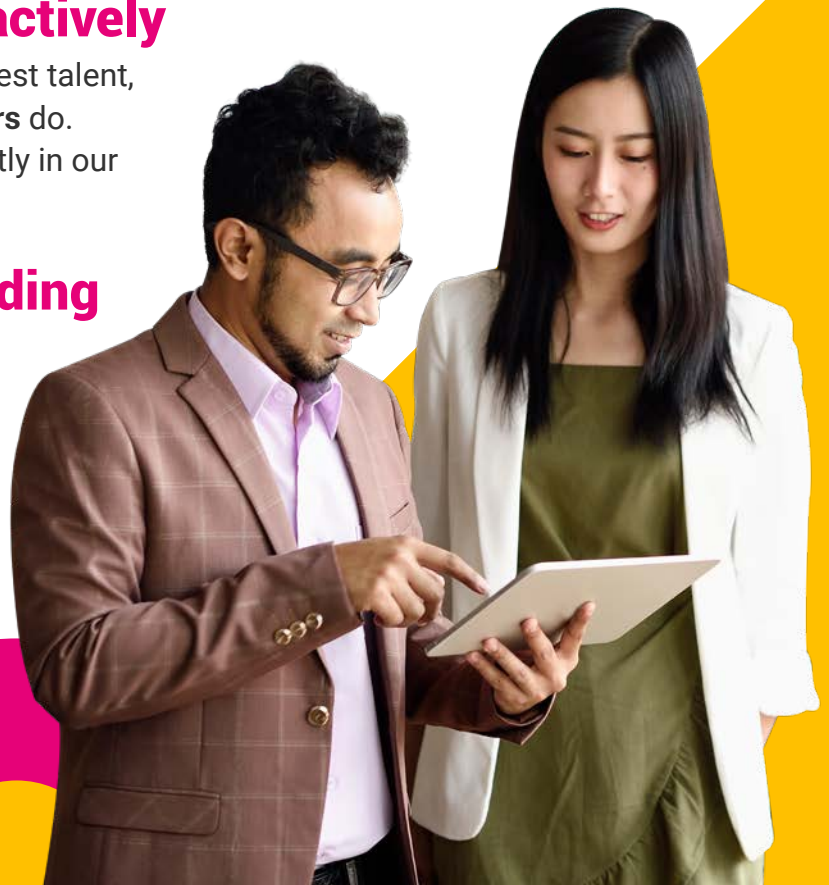
## Reach Out to Talent Proactively

With **increasing competition** to hire the best talent, reach out to them **before your competitors** do.

Contact talent with the right skillset directly in our talent database with [Talent Search](#).

## Focus on Employer Branding

The **job market recovery** is a great opportunity to improve your branding. Apart from remuneration, values like **environmental responsibility** are crucial too. Portray your company's brand value every time you hire with [Branded and Premium Ad](#).



# CONTINUE YOUR JOURNEY WITH ASIA'S NO. 1 TRUSTED TALENT PARTNER

Our continuing research is part of our commitment in providing **actionable insights** for **employers** to be closely connected to the Philippines job market. As the region's **No. 1 Trusted Talent Partner**, we have the right tools to connect candidates to jobs **2x more successful**. As of Q3 2021\*, JobStreet has:



A talent pool of **13.5 million**, one of the largest in the Philippines



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Source: JobStreet internal data and jobseeker and Employer Market Survey 2021 by a third-party research company

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