



Top 10 High-Paying Jobs in the Philippines

Salary is one of the critical factors students and jobseekers consider when choosing a career path or applying for a job. High remuneration is what attracts or motivates them in seeking for opportunities abroad, as the provision and sustenance of their family's needs serve as their topmost priorities.

This can be observed through the high influx of Overseas Filipino Workers (OFWs) in countries like the U.S.A., Canada, Australia, New Zealand, and some countries in the Middle East, most of which offer higher salaries compared to what is provided locally.

The Philippine Employment Trends 2015 report, published by the International Labor Organization (ILO), shows that the growth rate of the Philippine economy has increased in recent years. However, necessary measures are yet to be done to continuously make important gains in the labor market and to foster inclusive growth.

The latest report found relatively high economic growth rates of recent years, reaching 7.2% in 2013 and 6.1% in 2014. Quality of employment was highlighted in the report as well, showing that vulnerable employment declined from 43.5% in 2008 to 38.3% in 2013.

Further, there has been a modest decline in the poverty rate among all Filipino workers, from 22.9% in 2006 and 21.9% in 2012. Alongside these developments, decent work remains as the government's top priority to generate better labor market outcomes.

With the economy expected to sustain its growth and create more jobs in industries such as Information Technology (IT), Banking and Finance, Health Tourism, Manufacturing, and Business Process Outsourcing (BPO), come local professions that offer high earnings and opportunities for Filipino jobseekers to improve their quality of life while remaining in the country.

The latest published results of the 2014 Occupational Wages Survey (OWS) conducted by the Philippine Statistics Authority (PSA), reflecting the May 2014 salary and employment data gathered from various establishments, shows that 16 of the nation's top 30 highest paying occupations are in the engineering field.

With this, the Bureau of Local Employment (BLE), which annually releases regular and special Information, Education and Communication (IEC) publications, has compiled a list of top 10 high-paying occupations in the country.

#1: AIRCRAFT PILOT, NAVIGATOR, AND FLIGHT ENGINEER

Specific Industry: Air Transport
Average Monthly Salary: Php 156,823

Topping the list of high-paying occupations in the country is the Aircraft Pilot, Navigator and Flight Engineer. Graduates of Bachelor of Science in Aviation usually become aircraft pilots who fly airplanes or helicopters to transport passengers to different locations, while flight engineers are responsible for making sure that airplanes are well maintained and safe for departure. A navigator on the other hand, guides the airline to its destination through the use of modern equipment.

Aircraft Pilot who works for big commercial airlines could earn a monthly salary of Php 175,000 – Php 180,000 for a First Class Officer and Php 275,000 – Php 280,000 for a Captain Pilot. In addition, a Senior Captain earns as much as Php 350,000 and above monthly salary. However, it is noted that such occupations with high remunerations also require expensive tuition fees ranging from 3 million to 5 million pesos.



#2: GEOLOGIST (ENGINEERING)

Specific Industry: Architectural and Engineering Activities and Related Technical Consultancy
Average monthly salary: PHP 101,471

One of the several types of professions under the field of Geology is Engineering Geologist. An engineering geologist is concerned with the detailed technical analysis of earth material and the risk assessment of geological hazards. Her/his role is to ensure that geological factors affecting engineering works are identified and dealt with.

Moreover, an engineering geologist usually works with other professionals to oversee the planning and construction of buildings, bridges, roads, dams, landfills, and tunnels. S/he is an expert in rock strength, stability of slopes, and the mechanics of soils. To pursue such career, a degree in Geology or related course is needed.



#3: GRAPHIC DESIGNER

Specific Industry: Animated Films and Cartoons Production

Average monthly salary: PHP 99,658

Ranking third in the list is the Graphic Designer. A graphic designer works on a variety of products and activities, such as websites, advertising, books, magazines, posters, computer games, etc. Her/his visual concepts are created manually or by using computer software. The work demands creative flair, up-to-date knowledge of industry software and a

professional approach to time, costs and deadlines. Depending on the qualifications, with a bachelor's degree in Graphic Design and Multimedia or any related course and with enough experiences, one could earn as much as Php 100,000 a month, especially those who work for big companies.



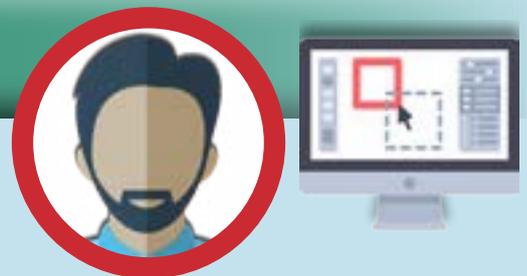
#4: ART DIRECTOR

Specific Industry: Animated Films and Cartoons Production

Average monthly salary: Php 76,612

Typically working with production designers, the Art Director in the film industry serves as the head of the art department. S/he attends production meetings, oversees the film sets and special effects, supervises the production of staff, and is responsible for allocating and maximizing the budget for the art department.

To become an Art Director, a bachelor's degree in Fine Arts or any related course is required. Considering the qualifications and years of experience in the field, one can earn as much as Php 80,000 a month, especially those who work in big budget films.



#5: INDUSTRIAL MACHINERY MECHANIC AND FITTER

Specific Industry: Manufacture of Coke and Refined Petroleum Products

Average monthly salary: Php 76,550

Industrial machinery mechanic and fitter fit, install, examine, service and repair engines (except motor vehicle and aircraft engines). Other tasks of industrial machinery mechanic and fitter also include disassembling machinery and equipment when there is a problem, repairing broken or malfunctioning components, and adjusting and calibrating equipment and machinery to optimal specifications.

Employers of these workers generally require them to have at least vocational course diploma or short course certificate. While there are available jobs for this occupation in the country, most of the demands are found overseas. Depending on the qualification and years of relevant experience, industrial machinery mechanic and fitter can earn as much as Php 77,000 a month.



#6: GEOLOGIST (MINING)

Specific Industry: Mining of Metal Ores
Average monthly salary: Php 71,849

A geologist is responsible for determining the location, and assessing the quality and quantity of mineral deposits with the use of high-tech computer applications. S/he surveys the sites, collects samples, records and analyzes data through fieldwork. S/he also prepares reports, maps, and research papers, as well as plans program of exploration of sites of different natural resources such as oil, water and gas.



To become a geologist, a bachelor's degree in Geology is required, although employers prefer those with post-graduate qualifications. An experienced geologist can get a higher salary by acting as a consultant for multinational companies in the mining industry.

#7: STATISTICIAN

Specific Industry: Insurance, Reinsurance and Pension Funding except Compulsory Social Security
Average monthly salary: Php 56,759

Statistician is a technical person who uses mathematical techniques to analyze and interpret collected data, draw conclusions and present the findings. Most statisticians work in offices doing desk work, however, they may also travel in order to supervise data gathering through surveys and questionnaires they have designed. A bachelor's degree related to Statistics and Mathematics is

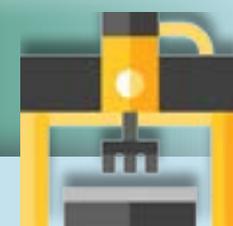


required for entry-level jobs. However, for occupations needing advanced level of expertise, a master's degree in Statistics or Mathematics may be required. Research and academic jobs generally require a Ph.D. Due to wide array of capabilities of statisticians, being employed in any industry is very easy.

#8: CRUSHING, GRINDING AND CHEMICAL-MIXING MACHINERY OPERATOR

Specific Industry: Manufacture of Coke and Refined Petroleum Products
Average monthly salary: Php 49,646

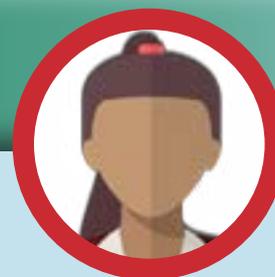
From the word itself, a Crushing, Grinding and Chemical-mixing Machinery Operator is tasked to operate and monitor machinery which crushes, grinds, mixes and blends chemicals and other materials used in chemical and related processes. S/he is responsible in operating and monitoring mills and crushing machines which reduce solid chemical materials to suitable size for further processing; and in operating and monitoring machines in which



solids or liquids used in chemical and related processes are mixed and blended.

Most of the employers require a vocational diploma or short course certificate and training. A college degree is not a requirement in all companies but completion of both high school and college level education is a definite advantage coupled with years of experience.

#9: COMMUNICATIONS SERVICE SUPERVISOR



Specific Industry: Telecommunications Industry
Average monthly salary: Php 48,270

Communications service supervisor creates, implements and oversees communications programs, be it internal or external, that effectively describe and promote the organization and its products. S/he performs variety of tasks, such as the creation and development of print and online advertising, email marketing, website management and content development,

press release, bylined articles, white papers, corporate videos and marketing collateral, marketing budget development and cost tracking. S/he may aid in the preparation of presentations and/or speeches geared toward employees. To pursue such career, a bachelor's degree in Communication or related courses is needed.

#10: PRODUCTION SUPERVISOR AND GENERAL FOREMAN



Specific Industry: Manufacture of Coke and Refined Petroleum Products
Average monthly salary: Php 47,521

Production Supervisor is in charge of monitoring employees, and managing and overseeing activities which involve the production of goods. Operational efficiency is one of her/his vital roles as it includes making improvements in the production process, handling inventories, and minimizing operation costs.

General Foreman manages the day-to-day activities in a construction site by supervising construction workers, and ensuring the on-time completion of a project. S/he is required to perform labor as well alongside other workers. Ability to balance supervisory duties with administrative duties, work experience, and availability to travel locally and internationally are also required.

21ST CENTURY SKILLS REQUIREMENTS



TEAMWORK AND INTERPERSONAL SKILLS

The PSA also conducts special survey on labor and employment, one of which is the Integrated Survey on Labor and Employment (ISLE) which has employers as its respondents.

On recruitment and hiring, PSA LabStat Updates generated on February 2014 show that respondent-employers identify

teamwork and interpersonal skills as important skills being considered in the recruitment process for entry level posts. Jobseekers, mostly the youth, were also seen to have poor skills on organization, planning, critical and creative thinking, and decision-making.



INTERNSHIP AND PART-TIME JOB EXPERIENCES

The survey conducted by JobStreet.com last February 2015, which was participated by more than 400 companies, reveals that internship and part-time job experiences are essential factors during the hiring process.

Eighty percent (80%) of the respondent companies consider internship as something they would prefer recent graduates to highlight in job interviews, while half of them answered part-time employment experience/s. It is also interesting to note that for the employers, importance of grades dropped from 58% to 52%, and community work experience increased from 14% to 19%.

Further, there has been a noticeable decline in the importance of the fresh graduate applicants' alma mater, from 61% in 2014 to 51% in 2015.



BEHAVIORAL AND FUNCTIONAL SKILLS

The Jobstreet.com survey also shows that behavioral and functional skills are important qualities sought by the employers. As identified, the top 5 behavioral skills employers look for in fresh graduates are willingness to learn, initiative, honesty and integrity, self-motivated/self-starter, and self-confidence.

Meanwhile, the top 5 functional skills employers look for in fresh graduates are communication skills, trainability, competence, problem solving and analytical skills, and tech know-how.

The employers who hired fresh graduates have further expressed certain concerns with their fresh graduate hires including poor communication skills, unrealistic salary expectations and the lack of desire to stay in the respective company for a long period of time.

BOX 1: BLE CAREER PUBLICATIONS

Career Information Pamphlets

Career Information Pamphlet (CIPs) featuring 101 careers were developed in 2011, with the aim of providing basic occupational information to help the Filipino youth in identifying their employment options in the future, as well as the country's guidance counselors and career advocates in widening their career guidance and employment coaching techniques.

The following year, 2012, a special set of CIPs were published for 20 in-demand jobs in the IT-Business Process Management (IT-BPM) industry. Fifteen (15) CIPs were published for careers in small and medium enterprises (SME) in 2013.

From 2012-2013, special issues of CIPs on the machinist, guidance counsellor, and household service worker were dispensed, in response to the evolving demand for occupations during the time. The latest issuance of the CIP series was in 2015, for 15 identified green jobs.

Industry Career Guides

In the latest labor market study done by DOLE, i.e. JobsFit LMI Report 2013-2020 which is an updated version of the 2009 labor market signaling report dubbed as the *Project JobsFit: The DOLE 2020 Vision*, thirteen (13) Key Employment Generators (KEGs) and two (2) Emerging Industries (EIs) were identified.

The KEGs are Agribusiness, Mining, Manufacturing, Power and Utilities, Construction, IT-BPM, Health and Wellness, Hotel, Restaurant and Tourism, Wholesale and Retail Trade, Banking and Finance, Transport and Logistics, Ownership Dwellings and Real Estate, and Education; the IEs are Renewable Energy and Shipbuilding.

From the previous JobsFit Report, eleven (11) Industry Career Guides (ICGs), which aim to guide young jobseekers on the recent trends and requirements of key industries, have been developed.

BOX 2: THE 2014 OCCUPATIONAL WAGES SURVEY

The Occupational Wages Survey (OWS) generates statistics for wage and salary administration and for wage determination in collective bargaining negotiations. This nationwide biennial survey covers establishments employing at least 20 workers.

The OWS is one of the statistical activities encompassed in E.O. 352 (s. 1996) that designates those critical for decision making by the government and the private sector. Moreover, the data category average monthly occupational wage rates in selected occupation is among those listed by the Philippine government under the Special Data Dissemination Standard (SDDS) of the International Monetary Fund.

The 2014 OWS is the ninth in the series since the survey was re-designed in 1996 to focus on the wage rates of relatively skilled occupations in

industries likely to be affected by the changing global and economic structure. The survey aims to generate statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

From 1997 to the 2004 survey rounds, the OWS was a complete enumeration survey of non-agricultural establishments employing 50 persons or more. Starting the 2006 OWS, employment size cut-off was lowered to 20 persons. The 2002 OWS was limited to Metro Manila due to budget cuts. Following the top 10 high-paying jobs, the table below enumerates the next 11-30 jobs.

A total number of 69 industries are covered in the 2014 and 2012 OWS, up from 65 industries in 2010 and 2008 OWS, 60 in 2006, 58 in the 2002 and 2004 rounds, 57 in 1999 and 52 in 1997 OWS.

TOP 11 - 30 HIGH-PAYING JOBS IN THE PHILIPPINES			
	OCCUPATION	MAJOR FIELD	AVE. MONTHLY SALARY
11	Actuaries	Insurance, Reinsurance and Pension Funding except Compulsory Social Security	47,519
12	Geologists	Mining of Metal Ores	46,823
13	Aircraft Engine Mechanics and Fitters	Air Transport	46,642
14	Computer Engineers	Travel Agency, Tour Operator, Reservation Service and Related Activities	45,672
15	Maritime Transport Service Supervisors	Water Transport	44,298
16	Mining Engineers and Metallurgists	Mining of Metal Ores	41,808
17	Accountants and Auditors	Insurance, Reinsurance and Pension Funding except Compulsory Social Security	41,758
18	Production Clerks	Manufacture of Coke and Refined Petroleum Products	41,543
19	Production Supervisors and General Foremen	Electricity, Gas, Steam and Air Conditioning Supply	40,952
20	Computer Engineers	Computer Programming, Consultancy and Related Activities; Information Service Activities	40,856
21	Transport Clerks	Air Transport	39,325
22	Travel Attendants and Travel Stewards	Air Transport	39,025
23	Electronics and Telecomm. Engineers	Telecommunications	38,758
24	Computer Engineers	Medical Transcription Activities	38,208
25	Electrical Engineers	Electricity, Gas, Steam and Air Conditioning Supply	36,541
26	Systems Analysts and Designers	Computer Programming, Consultancy and Related Activities; Information Service Activities	35,137
27	Electronics and Telecomm. Engineers	Computer Programming, Consultancy and Related Activities; Information Service Activities	34,698
28	Production Supervisors and General Foremen	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	34,248
29	Computer Assistants	Computer Programming, Consultancy and Related Activities; Information Service Activities	34,000
30	Production Supervisors and General Foremen	Water Collection, Treatment and Supply	33,622

NOTES

- The 2014 Occupational Wages Survey (OWS) consists of 8,399 establishments (both agricultural and non-agricultural industries) which employ twenty (20) persons or more across the country. For purposes of monitoring occupational wage rates, 50 industries were pre-determined out of the 69 covered by the survey.
- At most 11 occupations are covered in each of the 50 selected industries to represent the 7 major occupational groups in the PSOC. The occupations can be classified as supervisory; professional; technical; clerical; service; trade skills and machine operation; and laborers/unskilled workers. More occupations were drawn for a particular major occupation group depending on the relative importance of the occupations in the pre-determined industry.
- Wage rates of two (2) benchmark occupations, accounting and bookkeeping clerks; and unskilled laborers except janitors, messengers and freight handlers are monitored in all industries covered by the survey.

ERRATUM / ADDENDUM

In paragraph three (3), page two (2), the previous statement "...16 of the nation's top 30 highest paying occupations are in the medical field" is changed to "...16 of the nation's top 30 highest paying occupations are in the engineering field". Also in Box 2, OWS's 2014 top 11-30 high-paying jobs are included. Date of revision: 11 April 2017.

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LABOR MARKET TRENDS: TOP 10 HIGH-PAYING JOBS IN THE PHILIPPINES, MARCH 2017

The *Labor Market Trends*, a publication of the Bureau of Local Employment, is a series of releases containing information on various relevant topics on the Philippine labor market.

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