

**TABLE 4 - Hard-to-Fill Occupations Sorted by Number of Vacancies in Establishments with 20 or More Workers,
Philippines: January 2015 to June 2016**

OCCUPATION TITLE	Number of Vacancies	Number of Applicants	Number of Applicants per 10 Vacancies	Median Duration in Filling-up Vacancy (in Months)
ALL OCCUPATIONS	148,868	783,431		
Corporate Executives, Managers, Managing Proprietors and Supervisors	8,606	60,679		
1 Advertising and Public Relations Managers	2,763	10,371	38	3.00
2 Sales and Marketing Managers	1,791	13,157	73	2.00
3 Financial and Insurance Services Branch Managers	704	6,708	95	2.00
4 Finance Managers	459	3,928	86	3.00
5 Human Resource Managers	410	3,304	80	2.00
6 Supply, Distribution and Related Managers	368	3,208	87	2.00
7 Restaurant Managers	343	879	26	2.00
8 Information and Communications Technology Service Managers	223	2,587	116	2.00
9 Manufacturing Managers	215	1,877	87	2.00
10 Research and Development Managers	124	1,054	85	2.00
11 Construction Managers	120	1,191	99	2.00
12 Policy and Planning Managers	93	589	63	3.00
13 Education Managers	87	284	33	2.00
14 Retail and Wholesale Trade Managers	80	335	42	3.00
15 Managing Directors and Chief Executives	46	721	158	2.30
16 Agricultural and Forestry Production Managers	39	312	81	2.00
17 Hotel Managers	28	454	162	2.00
18 Health Service Managers	14	75	52	2.00
19 Senior Government Officials	12	91	74	5.00
20 Aquaculture and Fisheries Production Managers	10	21	21	4.00
21 Mining Managers	9	36	39	3.00
22 Social Welfare Managers	3	22	67	2.00
23 Sports, Recreation and Cultural Centre Managers	1	4	30	1.00
24 Business Services and Administration Managers Not Elsewhere Classified	603	8,972	149	2.00
25 Services Managers Not Elsewhere Classified	49	292	60	1.00
26 Professional Services Managers Not Elsewhere Classified	11	208	186	3.00
Professionals	40,813	265,305		
1 Nursing Professionals	4,936	6,834	14	2.00
2 University and Higher Education Teachers	3,794	11,124	29	2.00
3 Advertising and Marketing Professionals	3,096	22,249	72	2.00
4 Software Developers	2,635	29,570	112	2.00
5 Secondary Education Teachers	2,151	7,294	34	3.00
6 Civil Engineers	1,599	5,301	33	2.00
7 Accountants	1,524	12,585	83	2.00
8 Industrial and Production Engineers	1,383	14,117	102	2.00
9 Mechanical Engineers	1,327	6,410	48	2.00
10 Electronics Engineers	1,276	2,679	21	2.00
11 Technical and Medical Sales Professionals (excluding ICT)	1,248	8,424	68	2.00
12 Personnel and Careers Professionals	1,226	13,976	114	2.00
13 Computer Network Professionals	1,202	24,667	205	2.00
14 Electrical Engineers	1,063	3,768	35	2.00
15 Primary School Teachers	767	1,389	18	2.00
16 Systems Analysts	743	7,763	104	3.00
17 Applications Programmers	735	5,315	72	2.00
18 Pharmacists	704	1,356	19	3.00
19 Financial Analysts	670	28,261	422	3.00
20 Systems Administrators	567	10,078	178	2.00
21 Web and Multimedia Developers	541	2,297	42	2.00
22 Information and Communications Technology Sales Professionals	536	1,802	34	2.00
23 Graphic and Multimedia Designers	464	2,755	59	2.00
24 Management and Organization Analysts	436	1,879	43	3.00
25 Training and Staff Development Professionals	362	2,487	69	2.00
26 Specialist Medical Practitioners	354	365	10	3.00
27 Journalists	328	1,256	38	2.00
28 Psychologists	302	1,254	42	1.00
29 Telecommunications Engineers	261	648	25	2.00
30 Early Childhood Educators	253	1,208	48	4.00
31 Generalist Medical Practitioners	216	241	11	4.00
32 Lawyers	211	1,404	67	3.00

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ALL OCCUPATIONS	148,868	783,431		
33 Librarians and Related Information Professionals	146	1,152	79	2.00
34 Chemical Engineers	138	760	55	2.00
35 Database Designers and Administrators	130	2,304	177	2.00
36 Building Architects	119	1,045	88	2.00
37 Translators, Interpreters and Other Linguists	115	628	55	2.00
38 Physiotherapists	114	212	19	6.00
39 Chemists	103	245	24	2.00
40 Social Work and Counseling Professionals	96	197	21	2.00
41 Dieticians and Nutritionists	88	138	16	2.00
42 Environmental Protection Professionals	61	74	12	2.00
43 Mining Engineers, Metallurgists and Related Professionals	61	421	69	2.00
44 Mathematicians, Actuaries and Statisticians	47	215	46	2.00
45 Veterinarians	41	142	34	2.00
46 Biologists, Botanists, Zoologists and Related Professionals	37	687	185	2.00
47 Authors and Related Writers	37	139	37	3.00
48 Geologists and Geophysicists	33	128	39	2.00
49 Optometrists and Ophthalmic Opticians	31	101	32	2.00
50 Cartographers and Surveyors	31	143	46	2.00
51 Public Relations Professionals	30	196	65	2.00
52 Musicians, Singers and Composers	29	114	40	12.00
53 Vocational Education Teachers	28	67	24	3.00
54 Environmental and Occupational Health and Hygiene Professionals	26	42	16	2.00
55 Product and Garment Designers	26	204	80	1.50
56 Announcers on Radio, Television and Other Media	25	56	22	2.00
57 Policy Administration Professionals	21	904	424	2.00
58 Farming, Forestry and Fisheries Advisers	18	80	46	2.00
59 Midwifery Professionals	16	15	9	1.00
60 Special Needs Teachers	14	69	49	4.00
61 Financial and Investment Advisers	13	72	55	3.00
62 Education Methods Specialists	10	84	86	3.00
63 Environmental Engineers	9	65	74	5.00
64 Information Technology Trainers	8	56	71	2.00
65 Dentists	6	14	22	3.00
66 Religious Professionals	5	15	28	6.00
67 Physicists and Astronomers	3	6	20	5.00
68 Paramedical Practitioners	3	10	33	2.00
69 Economists	3	9	35	2.69
70 Visual Artists	2	116	513	2.00
71 Archivists and Curators	2	4	21	1.00
72 Landscape Architects	2	10	50	1.50
73 Town and Traffic Planners	1	9	70	1.00
74 Audiologists and Speech Therapists	1	4	40	3.00
75 Film, Stage and Related Directors and Producers	1	87	870	4.00
76 Teaching Professionals Not Elsewhere Classified	929	2,852	31	2.00
77 Engineering Professionals Not Elsewhere Classified	538	2,270	42	3.00
78 Other Language Teachers	338	961	28	3.00
79 Software and Applications Developers and Analysts Not Elsewhere Classified	181	4,318	239	2.00
80 Health Professionals Not Elsewhere Classified	76	114	15	2.00
81 Database and Network Professionals Not Elsewhere Classified	66	2,576	391	3.00
82 Legal Professionals Not Elsewhere Classified	28	87	31	1.00
83 Other Music Teachers	15	21	14	3.00
84 Creative and Performing Artists Not Elsewhere Classified	1	308	3,080	6.00
Technicians and Associate Professionals	21,817	134,217		
1 Commercial Sales Representatives	3,963	17,430	44	2.00
2 Accounting Associate Professionals	2,405	29,675	123	2.00
3 Credit and Loans Officers	1,383	4,052	29	2.00
4 Electronics Engineering Technicians	1,313	4,553	35	2.00
5 Manufacturing Supervisors	1,076	4,634	43	2.00
6 Mechanical Engineering Technicians	918	8,000	87	2.00
7 Medical Imaging and Therapeutic Equipment Technicians	781	1,649	21	2.00

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ALL OCCUPATIONS	148,868	783,431		
8 Information and Communications Technology Operations Technicians	725	3,036	42	1.00
9 Environmental and Occupational Health Inspectors and Associates	607	6,968	115	2.00
10 Pharmaceutical Technicians and Assistants	583	714	12	1.00
11 Information and Communications Technology User Support Technicians	544	15,666	288	3.00
12 Aircraft Pilots and Related Associate Professionals	421	1,713	41	6.00
13 Office Supervisors	330	3,181	96	2.00
14 Buyers	294	4,653	158	2.00
15 Medical and Pathology Laboratory Technicians	266	421	16	3.00
16 Electrical Engineering Technicians	236	1,033	44	2.00
17 Administrative and Executive Secretaries	219	2,390	109	2.00
18 Ships' Deck Officers and Pilots	179	1,747	97	2.00
19 Nursing Associate Professionals	165	331	20	1.00
20 Medical Secretaries	164	1,034	63	2.00
21 Incinerator and Water Treatment Plant Operators	156	277	18	2.00
22 Clearing and Forwarding Agents	135	959	71	1.00
23 Real Estate Agents and Property Managers	133	915	69	4.00
24 Medical Records and Health Information Technicians	103	592	57	2.00
25 Power Production Plant Operators	91	229	25	1.00
26 Employment Agents and Contractors	88	538	61	1.75
27 Legal and Related Associate Professionals	86	1,123	130	2.00
28 Draughtspersons	78	1,192	153	3.00
29 Telecommunications Engineering Technicians	73	1,089	149	2.00
30 Chefs	73	445	61	2.00
31 Ambulance Workers	71	110	15	4.00
32 Insurance Representatives	70	287	41	2.00
33 Ships' Engineers	70	202	29	2.00
34 Agricultural Technicians	66	202	31	1.00
35 Government Tax and Excise Officials	64	316	50	3.00
36 Interior Designers and Decorators	61	277	45	2.00
37 Construction Supervisors	61	94	15	2.00
38 Valuers and Loss Assessors	56	305	54	2.00
39 Mining and Metallurgical Technicians	52	162	31	2.00
40 Chemical and Physical Science Technicians	51	104	21	1.00
41 Air Traffic Safety Electronics Technicians	47	36	8	1.00
42 Civil Engineering Technicians	47	979	211	2.00
43 Physiotherapy Technicians and Assistants	45	85	19	2.00
44 Customs and Border Inspectors	44	206	46	2.00
45 Chemical Engineering Technicians	43	357	82	2.00
46 Computer Network and Systems Technicians	37	93	25	2.00
47 Legal Secretaries	37	1,116	305	3.00
48 Metal Production Process Controllers	27	294	110	1.00
49 Medical and Dental Prosthetic Technicians	26	89	35	1.00
50 Government Social Benefits Officials	23	228	98	7.00
51 Mining Supervisors	23	75	32	2.00
52 Fitness and Recreation Instructors and Program Leaders	20	33	16	1.00
53 Chemical Processing Plant Controllers	18	142	77	3.00
54 Medical Assistants	17	22	13	1.00
55 Conference and Event Planners	15	748	508	1.00
56 Securities and Finance Dealers and Brokers	14	58	42	1.00
57 Broadcasting and Audio-visual Technicians	12	34	28	2.00
58 Social Work Associate Professionals	11	27	25	2.00
59 Community Health Workers	9	14	17	2.00
60 Sports Coaches, Instructors and Officials	7	8	12	1.00
61 Web Technicians	6	18	32	3.00
62 Dental Assistants and Therapists	5	22	43	11.00
63 Statistical, Mathematical and Related Associate Professionals	5	31	61	1.00
64 Petroleum and Natural Gas Refining Plant Operators	5	30	59	1.00
65 Trade Brokers	4	207	466	2.00
66 Religious Associate Professionals	3	4	13	2.00
67 Midwifery Associate Professionals	3	4	13	3.00
68 Veterinary Technicians and Assistants	3	76	300	3.00

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ALL OCCUPATIONS	148,868	783,431		
69 Police Inspectors and Detectives	1	1	10	1.00
70 Gallery, Museum and Library Technicians	1	2	20	1.00
71 Process Control Technicians Not Elsewhere Classified	2,363	2,150	9	2.00
72 Physical and Engineering Science Technicians Not Elsewhere Classified	404	2,694	67	3.00
73 Business Services Agents Not Elsewhere Classified	149	1,130	76	2.00
74 Regulatory Government Associate Professionals Not Elsewhere Classified	125	886	71	1.00
75 Health Associate Professionals Not Elsewhere Classified	3	14	43	13.00
76 Artistic and Cultural Associate Professionals Not Elsewhere Classified	2	5	20	2.00
Clerks	33,462	217,858		
1 Contact Centre Information Clerks / Customer Service Representatives	24,868	168,052	68	1.00
2 General Office Clerks	1,789	12,279	69	1.00
3 Accounting and Bookkeeping Clerks	1,643	8,808	54	2.00
4 Debt-collectors and Related Workers	1,533	2,666	17	2.00
5 Mail Carriers and Sorting Clerks	647	269	4	0.50
6 Personnel Clerks	548	9,693	177	2.00
7 Data Entry Clerks	363	2,174	60	2.00
8 Statistical, Finance and Insurance Clerks	359	2,469	69	2.00
9 Production Clerks	329	1,190	36	3.00
10 Stock Clerks	274	1,573	57	1.00
11 Inquiry Clerks	141	1,055	75	2.38
12 Hotel Receptionists	132	446	34	2.00
13 Bank Tellers and Related Clerks	130	376	29	1.00
14 Pawnbrokers and Money-lenders	113	1,143	101	1.00
15 Receptionists (general)	90	666	74	1.73
16 Travel Consultants and Clerks	89	2,874	324	2.00
17 Bookmakers, Croupiers and Related Gaming Workers	75	153	20	3.00
18 Secretaries (general)	62	164	26	3.00
19 Survey and Market Research Interviewers	59	622	105	1.00
20 Transport Clerks	56	232	41	1.00
21 Payroll Clerks	47	224	48	2.00
22 Typists and Word Processing Operators	24	98	42	1.00
23 Library Clerks	19	59	31	1.00
24 Coding, Proof-reading and Related Clerks	14	139	99	2.00
25 Telephone Switchboard Operators	6	8	15	12.00
26 Client information Workers Not Elsewhere Classified	28	115	41	1.00
27 Clerical Support Workers Not Elsewhere Classified	24	311	129	2.00
Service Workers and Shop and Market Sales Workers	15,946	62,315		
1 Security Guards	4,810	5,210	11	2.00
2 Cashiers and Ticket Clerks	2,366	3,793	16	1.00
3 Shopkeepers	1,249	3,760	30	1.00
4 Shop Sales Assistants	1,201	4,325	36	1.00
5 Contact Centre Salespersons	1,024	33,765	330	1.00
6 Sales Demonstrators	1,009	1,489	15	1.00
7 Waiters	886	2,668	30	2.00
8 Building Caretakers	752	783	10	2.00
9 Door to Door Salespersons	718	471	7	1.00
10 Cooks	616	1,332	22	2.00
11 Shop Supervisors	415	1,885	45	2.00
12 Beauticians and Related Workers	268	540	20	6.00
13 Stall and Market Salespersons	97	485	50	3.00
14 Travel Guides	96	147	15	1.00
15 Transport Conductors	66	55	8	1.00
16 Domestic Housekeepers	61	653	106	2.00
17 Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	59	259	44	2.00
18 Pet Groomers and Animal Care Workers	46	61	13	1.00
19 Health Care Assistants	40	57	14	2.00
20 Bartenders	32	292	91	2.00
21 Service Station Attendants	29	45	15	1.00
22 Hairdressers	15	23	15	3.00

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ALL OCCUPATIONS	148,868	783,431		
23 Home-based Personal Care Workers	7	30	43	1.00
24 Teachers' Aides	7	13	20	3.00
25 Street Food Salespersons	6	6	10	1.00
26 Sales Workers Not Elsewhere Classified	36	74	20	15.00
27 Protective Services Workers Not Elsewhere Classified	24	90	37	6.00
28 Personal Care Workers in Health Services Not Elsewhere Classified	10	5	5	2.00
Farmers, Forestry Workers and Fishermen	60	109		
1 Inland and Coastal Waters Fishery Workers	30	59	20	1.00
2 Deep-sea Fishery Workers	23	30	13	1.00
3 Gardeners, Horticultural and Nursery Growers	5	8	17	6.00
4 Tree and Shrub Crop Growers	1	8	60	10.00
5 Poultry Producers	1	4	30	1.00
Craft and Related Trades Workers	14,455	22,141		
1 Sewing, Embroidery and Related Workers	5,872	4,610	8	2.00
2 Welders and flame cutters	1,264	1,771	14	1.00
3 Building and Related Electricians	803	1,469	18	2.00
4 Motor Vehicle Mechanics and Repairers	666	1,293	19	2.00
5 Product Graders and Testers (excluding foods and beverages)	599	1,436	24	2.00
6 Electronics Mechanics and Servicers	528	1,054	20	2.00
7 Stonemasons, Stone Cutters, Splitters and Carvers	509	376	7	2.00
8 Plumbers and Pipe Fitters	498	620	12	2.00
9 Agricultural and Industrial Machinery Mechanics and Repairers	431	844	20	2.00
10 Bakers, pastry-cooks and confectionery makers	359	653	18	2.00
11 Carpenters and Joiners	314	433	14	4.00
12 Garment and Related Patternmakers and Cutters	281	309	11	1.00
13 Electrical Mechanics and Fitters	271	1,811	67	2.00
14 Structural-metal preparers and erectors	256	525	20	2.00
15 Electrical Line Installers and Repairers	206	442	21	2.00
16 Dairy products makers	144	715	50	1.00
17 Information and Communications Technology Installers and Servicers	144	343	24	1.77
18 Printers	130	392	30	2.00
19 Metal Working Machine Tool Setters and Operators	119	248	21	1.00
20 Painters and Related Workers	89	247	28	2.00
21 Riggers and Cable Splicers	77	95	12	2.00
22 Handicraft Workers in Textile, Leather and Related Materials	59	37	6	1.00
23 Spray Painters and Varnishers	59	89	15	3.00
24 Floor Layers and Tile Setters	40	5	1	6.00
25 Roofers	35	47	13	1.00
26 Aircraft Engine Mechanics and Repairers	31	37	12	1.00
27 Woodworking-Machine Tool Setters and Operators	29	166	57	1.00
28 Plasterers	29	171	60	3.00
29 Bicycle and Related Repairers	26	20	8	3.00
30 Sheet-Metal Workers	26	46	18	8.00
31 Shoemakers and Related Workers	17	28	17	3.00
32 Butchers, fishmongers and related food preparers	17	79	48	1.00
33 Glaziers	15	243	167	18.00
34 Metal moulders and coremakers	14	33	23	1.00
35 Building Structure Cleaners	14	47	35	2.00
36 Tailors, Dressmakers, Furriers and Hatters	13	56	45	9.00
37 Print Finishing and Binding Workers	10	13	13	1.00
38 Air Conditioning and Refrigeration Mechanics	10	42	43	3.00
39 Cabinet-makers and Related Workers	7	15	20	3.00
40 Metal Polishers, Wheel Grinders and Tool Sharpeners	7	17	26	1.00
41 Underwater Divers	5	16	31	1.00
42 Pre-press Technicians	5	121	244	2.00
43 Toolmakers and Related Workers	5	2	5	3.00
44 Glass Makers, Cutters, Grinders and Finishers	4	7	17	3.00
45 Fumigators and Other Pest and Weed Controllers	1	4	30	1.00
46 Building Frame and Related Trades Workers Not Elsewhere Classified	419	1,112	27	1.00

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ALL OCCUPATIONS	148,868	783,431		
Plant and Machine Operators and Assemblers	8,869	13,658		
1 Car, Taxi and Van Drivers	3,400	4,735	14	2.00
2 Bus and Tram drivers	2,941	2,613	9	2.00
3 Heavy Truck and Lorry Drivers	723	1,322	18	2.00
4 Plastic Products Machine Operators	209	258	12	1.00
5 Lifting Truck Operators	201	303	15	2.00
6 Metal finishing, plating and coating machine operators	168	1,594	95	1.00
7 Food and Related Products Machine Operators	145	293	20	5.00
8 Electrical and Electronic Equipment Assemblers	126	208	16	2.00
9 Paper Products Machine Operators	125	284	23	1.00
10 Well Drillers and Borers and Related Workers	86	139	16	1.00
11 Sewing Machine Operators	75	272	36	3.00
12 Cement, Stone and Other Mineral Products Machine Operators	73	146	20	2.00
13 Earthmoving and Related Plant Operators	65	107	16	1.00
14 Mobile Farm and Forestry Plant Operators	60	58	10	1.00
15 Crane, Hoist and Related Plant Operators	52	158	30	1.00
16 Mechanical Machinery Assemblers	51	385	75	2.00
17 Packing, Bottling and Labeling Machine Operators	44	206	47	3.00
18 Motorcycle Drivers	38	68	18	2.00
19 Miners and Quarries	35	37	11	2.00
20 Rubber Products Machine Operators	28	27	10	3.00
21 Ships' Deck Crews and Related Workers	28	42	15	3.00
22 Mineral and stone processing plant operators	22	36	16	1.00
23 Chemical Products Plant and Machine Operators	20	34	18	1.00
24 Steam Engine and Boiler Operators	15	58	40	1.00
25 Metal Processing Plant Operators	13	42	32	1.00
26 Bleaching, Dyeing and Fabric Cleaning Machine Operators	12	17	14	1.00
27 Laundry Machine Operators	8	-	-	3.00
28 Weaving and Knitting Machine Operators	6	21	35	0.63
29 Photographic Products Machine Operators	2	6	25	2.00
30 Locomotive Engine Drivers	2	2	10	4.00
31 Railway Brake, Signal and Switch Operators	2	6	29	4.00
32 Pulp and Papermaking Plant Operators	1	12	100	1.00
33 Assemblers Not Elsewhere Classified	48	39	8	3.00
34 Textile, Fur and Leather Products Machine Operators Not Elsewhere Classified	28	56	20	12.00
35 Stationary Plant and Machine Operators Not Elsewhere Classified	17	72	44	1.00
Laborers and Unskilled Workers	4,840	7,150		
1 Hand Packers	829	1,693	20	2.00
2 Cleaners and Helpers in Offices, Hotels and Other Establishments	766	1,012	13	2.00
3 Civil Engineering Laborers	468	492	11	3.00
4 Fishery and Aquaculture Laborers	286	70	2	0.58
5 Messengers, Package Deliverers and Luggage Porters	264	238	9	2.00
6 Crop Farm Laborers	252	188	7	3.00
7 Kitchen Helpers	216	776	36	2.00
8 Mixed Crop and Livestock Farm Laborers	196	245	13	11.50
9 Freight Handlers	165	204	12	2.00
10 Street Vendors (excluding food)	155	176	11	1.00
11 Hand Launderers and Pressers	127	90	7	3.00
12 Building Construction Laborers	61	24	4	1.00
13 Meter Readers and Vending-machine Collectors	27	93	35	1.00
14 Livestock Farm Laborers	26	52	20	1.00
15 Shelf Fillers	18	28	15	1.00
16 Drivers of Animal-Drawn Vehicles and Machinery	12	23	19	1.00
17 Vehicle Cleaners	2	19	77	1.34
18 Street and Related Sales and Service Workers	1	10	100	1.00
19 Manufacturing Laborers Not Elsewhere Classified	966	1,636	17	3.00
20 Elementary Workers not Elsewhere Classified	3	80	236	2.00

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment (ISLE).