

TABLE 5 - Hard-to-fill Occupations Sorted by Number of Vacancies in Establishments with 20 or More Workers, Philippines: July 2019 to June 2020

OCCUPATION TITLE	Number of Hard-to-fill Vacancies	Number of Applicants	Number of Applicants per 10 Vacancies	Median Length of Recruitment Period (in months)
ALL OCCUPATIONS	96,455	545,488		2.00
Managers	1,611	29,756		3.00
1 Sales and Marketing Managers	237	3,338	141	3.00
2 Human Resource Managers	202	845	42	3.00
3 Manufacturing Managers	129	533	41	2.00
4 Finance Managers	82	1,437	175	2.00
5 Information and Communications Technology Service Managers	80	2,078	261	11.00
6 Retail and Wholesale Trade Managers	63	172	27	8.00
7 Agricultural and Forestry Production Managers	50	234	47	3.00
8 Sports, Recreation and Cultural Centre Managers	25	249	100	1.00
9 Hotel Managers	24	72	31	2.00
10 Construction Managers	16	321	197	1.00
11 Restaurant Managers	15	150	100	1.00
12 Financial and Insurance Services Branch Managers	15	51	34	1.00
13 Managing Directors and Chief Executives	14	23	16	2.00
14 Supply, Distribution and Related Managers	8	28	33	3.00
15 Education Managers	7	19	27	12.00
16 Health Service Managers	6	14	25	1.00
17 Mining Managers	3	3	10	2.00
18 Policy and Planning Managers	2	5	30	2.00
19 Research and Development Managers	1	542	3,690	5.00
20 Business Services and Administration Managers, n.e.c	250	11,198	447	3.00
21 Services Managers n.e.c	232	7,268	313	3.00
22 Professional Services Managers, n.e.c.	150	1,177	78	3.00
Professionals	20,201	155,115		2.00
1 Nursing Professionals	6,720	27,114	40	3.00
2 Advertising and Marketing Professionals	1,976	8,163	41	1.00
3 Personnel and Careers Professionals	1,304	6,829	52	2.00
4 University and Higher Education Teachers	1,050	2,484	24	2.00
5 Accountants	888	32,352	364	1.00
6 Software Developers	831	13,530	163	2.00
7 Information Technology Trainers	651	227	3	1.00
8 Financial Analysts	554	9,225	167	1.00
9 Graphic and Multimedia Designers	455	5,863	129	3.00
10 Secondary Education Teachers	454	1,060	23	3.00
11 Civil Engineers	427	1,585	37	1.00
12 Technical and Medical Sales Professionals (excluding ICT)	420	16,891	402	2.00
13 Electronics Engineers	379	468	12	2.00
14 Pharmacists	335	566	17	3.00
15 Physiotherapist	297	453	15	3.00
16 Computer Network Professionals	296	8,708	294	2.00
17 Industrial and Production Engineers	286	3,368	118	2.00
18 Midwifery Professionals	205	20	1	24.00
19 Web and Multimedia Developers	157	792	50	7.00
20 Chemists	146	200	14	1.00
21 Electrical Engineers	140	277	20	2.00
22 Mechanical Engineers	132	587	45	3.00
23 Information and Communications Technology Sales Professionals	123	2,760	225	2.00
24 Systems Analyst	104	1,984	192	3.00
25 Building Architects	100	493	49	2.00
26 Journalists	93	862	93	1.00

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ALL OCCUPATIONS		96,455	545,488		2.00
27	Training and Staff Development Professionals	78	633	82	4.00
28	Applications Programmers	74	297	40	2.00
29	Librarians, Archivists and Curators	69	85	12	12.00
30	Financial and Investment Advisers	65	300	46	1.00
31	Specialist Medical Practitioners	58	110	19	6.00
32	Primary School Teachers	48	87	18	2.00
33	Generalist Medical Practitioners	34	62	18	1.00
34	Policy Administration Professionals	33	67	21	1.00
35	Systems Administrators	30	160	53	2.00
36	Geologists and Geophysicists	30	171	56	2.00
37	Database Designers and Administrators	26	295	112	3.00
38	Mathematicians and Actuaries	23	86	37	1.00
39	Public Relations Professionals	22	126	58	3.00
40	Chemical Engineers	19	41	21	2.00
41	Mining Engineers, Metallurgists and Related Professionals	19	44	24	1.00
42	Social Work and Counseling Professionals	15	145	97	8.00
43	Vocational Education Teachers	14	101	75	2.50
44	Environmental Engineers	13	184	137	3.00
45	Early Childhood Educators	13	44	33	2.00
46	Film, Stage and Related Directors and Producers	13	105	79	12.00
47	Dietitians and Nutritionist	13	10	8	3.00
48	Management and Organization Analysts	12	106	88	1.00
49	Statisticians	11	47	42	3.00
50	Veterinarians	11	27	24	3.00
51	Visual Artists	11	19	17	3.00
52	Biologists, Botanists, Zoologists and Related Scientists	9	15	17	1.00
53	Psychologists	8	62	80	1.00
54	Announcers on Radio, Television and Other Media	7	62	87	1.00
55	Lawyers	7	18	27	1.00
56	Telecommunications Engineers	6	6	10	1.00
57	Education Methods Specialist	4	9	23	1.00
58	Special Needs Teachers	4	117	290	3.00
59	Dentists	4	3	7	2.00
60	Cartographer and Surveyors	3	23	80	1.00
61	Translators, Interpreters and Other Linguists	3	14	52	1.00
62	Farming, Forestry and Fisheries Advisers	3	4	15	12.00
63	Environmental and Occupational Health and Hygiene Professionals	2	1	5	1.00
64	Paramedical Practitioners	1	5	40	1.00
65	Economist	1	4	30	1.00
66	Engineering Professionals, n.e.c	729	4,263	58	2.00
67	Other Language Teachers	74	107	14	2.00
68	Other Music Teachers	48	143	30	8.00
69	Teaching Professionals, n.e.c.	5	-	-	1.00
70	Software and Applications Developers and Analyst, n.e.c.	4	2	5	1.00
71	Database and Network Professionals, n.e.c.	2	41	200	1.00
Technicians and Associate Professionals		12,875	140,054		2.00
1	Commercial Sales Representatives	6,829	39,573	58	2.00
2	Environmental and Occupational Health Inspectors and Associates	1,090	13,271	122	2.00
3	Accounting Associate Professionals	978	6,815	70	2.00
4	Mechanical Engineering Technicians	779	1,984	25	3.00
5	Medical and Pathology Laboratory Technicians	458	1,745	38	3.00

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ALL OCCUPATIONS		96,455	545,488		2.00
6	Manufacturing Supervisors	414	2,055	50	5.00
7	Ships Engineers	207	455	22	1.00
8	Information and Communications Technology Operations Technicians	198	990	50	1.00
9	Buyers	179	2,488	139	2.00
10	Administrative and Executive Secretaries	162	49,305	3,047	3.00
11	Statistical, Mathematical and Related Associate Professionals	143	416	29	2.00
12	Mining Supervisors	135	71	5	3.00
13	Clearing and Forwarding Agents	124	18,330	1,478	1.00
14	Information and Communications Technology User Support Technicians	117	152	13	6.00
15	Electrical Engineering Technicians	92	123	13	1.00
16	Valuers and Loss Assessors	80	97	12	12.00
17	Medical Imaging and Therapeutic Equipment Technicians	74	54	7	24.00
18	Office Supervisors	66	204	31	2.00
19	Telecommunications Engineering Technicians	62	55	9	3.00
20	Incinerator and Water Treatment Plant Operators	55	46	8	6.00
21	Mining and Metallurgical Engineering Technicians	54	57	10	6.00
22	Chemical Engineering Technicians	51	230	45	3.00
23	Midwifery Associate Professionals	48	63	13	
24	Civil Engineering Technicians	40	91	23	1.00
25	Agricultural Technicians	36	32	9	2.00
26	Social Work Associate Professionals	24	2	1	1.00
27	Insurance Representatives	23	41	18	3.00
28	Ships Deck Officers and Pilots	21	21	10	1.00
29	Draughtspersons	20	20	10	6.00
30	Metal Production Process Controllers	17	11	7	12.00
31	Chemical Processing Plant Controllers	16	77	47	3.00
32	Government Tax and Excise Officials	16	31	19	2.00
33	Chefs	14	5	3	5.00
34	Medical Secretaries	13	37	28	1.00
35	Government Social Benefit Officials	12	327	274	4.00
36	Credit and Loans Officers	12	82	71	2.00
37	Legal Secretaries	8	11	14	2.00
38	Fitness and Recreation Instructors and Program Leaders	8	48	62	1.00
39	Construction Supervisors	7	13	20	1.00
40	Interior Designers and Decorators	6	11	18	1.00
41	Real Estate Agents and Property Managers	6	71	122	2.00
42	Conference and Event Planners	5	39	83	6.00
43	Dispensing Opticians	4	7	20	1.00
44	Computer Network and Systems Technician	3	56	185	2.00
45	Legal and Related Associate Professionals	3	67	248	1.00
46	Electronics and Communications Engineering Technicians	3	8	30	1.00
47	Securities and Finance Dealers and Brokers	2	103	442	1.00
48	Medical Records and Health Information Technicians	2	-	-	
49	Government Licensing Officials	1	1	10	2.00
50	Employment Agents and Contractors	1	12	100	7.00
51	Physical and Engineering Science Technicians, n.e.c.	109	164	15	12.00
52	Health Associate Professionals, n.e.c.	25	33	13	6.00
53	Process Control Technicians, n.e.c.	14	29	20	1.00
54	Artistic and Cultural Associate Professionals, n.e.c.	6	9	17	1.00
55	Business Service Agents, n.e.c.	3	15	50	3.00

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ALL OCCUPATIONS	96,455	545,488		2.00
Clerical Support Workers	27,229	162,964		2.00
1 Contact Centre Information Clerks	22,127	114,094	52	1.00
2 Accounting and Bookkeeping Clerks	1,965	7,841	40	2.00
3 Stock Clerks	1,034	3,066	30	1.00
4 General Office Clerks	725	4,888	67	1.00
5 Data Entry Clerks	419	25,168	600	1.00
6 Personnel Clerks	251	2,111	84	3.00
7 Debt-Collectors and Related Workers	224	1,180	53	1.00
8 Receptionists	183	2,540	139	4.00
9 Statistical, Finance and Insurance Clerks	64	610	95	1.00
10 Payroll Clerks	53	417	78	2.00
11 Mail Carriers and Sorting Clerks	33	103	31	1.00
12 Transport Clerks	30	292	96	1.00
13 Pawnbrokers and Money-Lenders	28	339	119	1.00
14 Secretaries	28	71	26	1.00
15 Bank Tellers and Related Clerks	26	61	24	1.00
16 Survey and Market Research Interviewers	15	35	24	1.00
17 Production Clerks	10	116	114	1.00
18 Library Clerks	5	6	13	2.00
19 Inquiry Clerks	4	10	25	2.00
20 Hotel Receptionists	2	15	64	3.00
21 Typists and Word Processing Operators	1	1	10	1.00
Service and Sales Workers	10,075	27,063		2.00
1 Cashier and Ticket Clerks	6,568	10,165	15	1.00
2 Security Guards	799	941	12	2.00
3 Shop Sales Assistants	763	12,381	162	2.00
4 Waiters	527	817	16	1.00
5 Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	500	705	14	3.00
6 Shopkeepers	335	963	29	2.00
7 Cooks	277	318	11	3.00
8 Health Care Assistants	62	114	18	1.00
9 Transport Conductors	61	35	6	3.00
10 Service Station Attendants	50	89	18	2.00
11 Shop Supervisors	46	189	41	4.00
12 Building Caretakers	46	205	45	1.00
13 Stall and Market Salespersons	18	114	64	1.00
14 Travel Guides	17	-	-	
15 Food Service Counter Attendants	7	28	43	1.00
Skilled Agricultural, Forestry and Fishery Workers	41	124		1.00
1 Inland and Coastal Waters Fishery Workers	31	112	36	1.00
2 Concessionaires and Loggers	6	6	10	1.00
3 Poultry Producers	5	7	14	1.00
Craft and Related Trades Workers	10,421	8,417		1.00
1 Sewing, Embroidery and Related Workers	3,154	2,830	9	1.00
2 Riggers and Cable Splicers	1,576	444	3	2.00
3 Information and Communications Technology Installers and Servicers	928	422	5	1.00
4 Stonemasons, Stone Cutters, Splitters and Carvers	682	325	5	2.00
5 Carpenters and Joiners	606	211	3	2.00
6 Welders and Flamecutters	432	516	12	2.00
7 Woodworking-Machine Tool Setters and Operators	332	-	-	
8 Building and Related Electricians	325	574	18	1.00

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ALL OCCUPATIONS		96,455	545,488		2.00
9	Electrical Line Installers and Repairers	306	899	29	2.00
10	Plumbers and Pipe Fitters	304	227	7	3.00
11	Machine-Tool setters and Setter-Operators	230	168	7	1.00
12	Motor Vehicle Mechanics and Repairers	205	245	12	1.00
13	Sheet-Metal Workers	180	201	11	1.00
14	Agricultural and Industrial Machinery Mechanics and Repairers	164	107	6	1.00
15	Tailors, Dressmakers, Furriers and Hatters	109	83	8	4.00
16	Print Finishing and Binding Workers	100	10	1	1.00
17	Structure-Metal Preparers, Erectors and Related Workers	93	78	8	1.00
18	Bakers, Pastry Cooks and Confectionery Makers	87	204	23	3.00
19	Electronics Mechanics and Servicers	83	148	18	1.00
20	Painters and Related Workers	76	50	7	3.00
21	Product Graders and Testers (excluding food and beverages)	67	96	14	2.00
22	Pre-press Technicians	65	51	8	5.00
23	Shoemakers and Related Workers	56	78	14	1.00
24	Garment and Related Pattern makers and Cutters	56	43	8	1.00
25	Floor Layers and Tile Setters	37	83	22	2.00
26	Glaziers	35	71	20	1.00
27	Electrical Mechanics and Fitters	28	54	19	1.00
28	Cabinet/Furniture Makers and Related Workers	22	85	38	3.00
29	Printers	18	23	13	1.00
30	Aircraft Engine Mechanics and Repairers	4	16	40	2.00
31	Metal Molders and Coremakers	2	-	-	1.00
32	Potters and Related Clay and Abrasive Formers	2	-	-	1.00
33	Butchers, Fishmongers and Related Food Preparers	1	22	150	3.00
34	Sign Writers, Decorative Painters, Engravers and Etchers	1	1	10	12.00
35	Air Conditioning and Refrigeration Mechanics	1	5	50	1.00
36	Handicraft Workers in Wood, Basketry and Related Materials	1	10	100	6.00
37	Building Frame and Related Trades Workers, n.e.c.	54	39	7	2.00
Plant and Machine Operators and Assemblers		7,386	11,328		3.00
1	Electrical and Electronic Equipment Assemblers	1,693	1,264	7	4.00
2	Car, Tax and Van Drivers	1,061	3,052	29	1.00
3	Plastic Products Machine Operators	756	890	12	6.00
4	Bus and Tram Drivers	565	481	9	3.00
5	Heavy Truck and Lorry Drivers	332	887	27	1.00
6	Sewing Machine Operators	202	134	7	12.00
7	Motorcycle Drivers	144	55	4	3.00
8	Weaving and Knitting Machine Operators	143	60	4	1.00
9	Crane, Hoist and Related Plant Operators	113	150	13	2.00
10	Metal Finishing, Plating and Coating Machine Operators	87	121	14	6.00
11	Cement, Stone and Other Mineral Products Machine Operators	81	243	30	
12	Lifting-Truck Operators	47	60	13	2.00
13	Mineral and Stone Processing Plant Operators	43	357	82	1.00
14	Paper Products Machine Operators	30	40	14	2.00
15	Mobile Farm and Forestry Plant Operators	28	46	17	12.00
16	Shoemaking and Related Machine Operators	28	39	14	1.00
17	Metal Processing Plant Operators	27	52	19	1.00
18	Rubber Products Machine Operators	21	200	95	1.00
19	Fiber-Preparing, Spinning and Winding Machine Operators	20	46	24	5.00
20	Earth-Moving and Related Plant Operators	12	44	35	6.00

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ALL OCCUPATIONS		96,455	545,488		2.00
21	Miners and Quarries	8	381	453	12.00
22	Steam Engine and Boiler Operators	7	23	32	1.00
23	Ships Deck Crews and Related Workers	7	36	50	2.00
24	Packing, Bottling and Labeling Machine Operators	4	45	-	2.00
25	Mechanical Machinery Assemblers	3	-	-	1.00
26	Food and Related Products Machine Operators	3	30	100	6.00
27	Pulp and Papermaking Plant Operators	2	5	30	2.00
28	Textile, Fur and Leather Products Machine Operators, n.e.c.	1,628	2,290	14	1.00
29	Assemblers, n.e.c.	291	301	10	1.00
Elementary Occupations		6,615	10,666		1.00
1	Civil Engineering Laborers	1,693	2,477	15	1.00
2	Cleaners and Helpers In Offices, Hotels and Other Establishments	1,410	2,161	15	1.00
3	Messengers, Package Deliverers and Luggage Porters	566	1,805	32	1.00
4	Kitchen Preparers	391	37	1	1.00
5	Hand Packers	178	239	13	2.00
6	Building Construction Laborers	74	30	4	6.00
7	Crop Farm Laborers	62	43	7	2.00
8	Freight Handlers	59	147	25	6.00
9	Meter Readers and Vending-Machine Collectors	13	13	10	3.00
10	Vehicle Cleaners	2	42	186	1.00
11	Shelf Fillers	1	1	10	1.00
12	Manufacturing Laborers, n.e.c.	2,165	3,664	17	1.00
13	Other Cleaning Workers	1	6	60	1.00

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

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).