



Signature Insights

Salary Pulse: Philippines

Satisfaction, fairness and
how to talk about pay rises



About Jobstreet by SEEK

Jobstreet is the leading employment platform in the Philippines helping people live more fulfilling and productive working lives and helping organisations succeed. It is a subsidiary of SEEK, a diverse group of companies with a portfolio of online employment, educational, commercial and volunteer businesses.

SEEK is listed on the Australian Securities Exchange and has a strong presence across the APAC region, including 6 Asian markets – Hong Kong, Indonesia, Malaysia, the Philippines, Singapore, and Thailand – through the Jobsdb and Jobstreet brands. SEEK attracts over 500 million visits a year in Asia.

About this report

The Salary Pulse report is presented in two parts.

Part 1 focuses on attitudes and experiences around pay, including how fairly people feel paid, how happy they are with their salary, and how they approach pay conversations. It also offers practical guidance to help employers and employees have more open, confident conversations about salary.

This research was conducted by market research agency Nature on behalf of Jobstreet by SEEK via an online survey in February 2026. Responses were gathered from 1,009 workers in the Philippines aged 18 to 64 who are currently employed, recruited on a nationally representative basis on age and gender.

Part 2 shares average advertised salaries for the top 20 roles (by job ad volume) across industries, based on Jobstreet by SEEK job ad data from November 2025 - April 2026. This provides a snapshot of what employers are currently offering in the market for high-demand roles. A minimum threshold of job ads on SEEK is required for a role to appear in these tables.

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PART 1

Introduction

Pay is a foundational factor shaping how workers in the Philippines feel about work, yet it's one of the most challenging topics to talk about openly. At Jobstreet by SEEK, our purpose is to help people live more fulfilling and productive working lives and to help organisations succeed, and salary comes up time and again as a key driver of career happiness and longevity.

The financial strain that many are under is no secret. Cost of living challenges continue to weigh on household budgets and consumer confidence remains subdued, leaving candidates with less bargaining power than they once had. In this environment, how people feel about their pay can be the difference between staying in a role or moving on.

This research goes beyond the numbers to understand how workers in the Philippines feel about their pay, how fair they believe it is and their experiences around pay rises.

What we found matters for everyone. When people are happy with their pay, they're more likely to feel motivated and go above and beyond at work. And when leaders create transparent opportunities to discuss pay, they can manage expectations and build stronger pay satisfaction.

With fresh insights and practical advice, this report aims to support both employers and employees to have better, more confident conversations about pay.

Please note: Salary fairness in this report is based on workers' personal feelings and their own ideas about being paid fairly, not specific working conditions that constitute legally fair conditions.

Salary satisfaction across APAC in 2026

Across APAC, most workers feel they're paid fairly, but there's a distinct gap between feeling fairly paid and feeling satisfied with their salary.

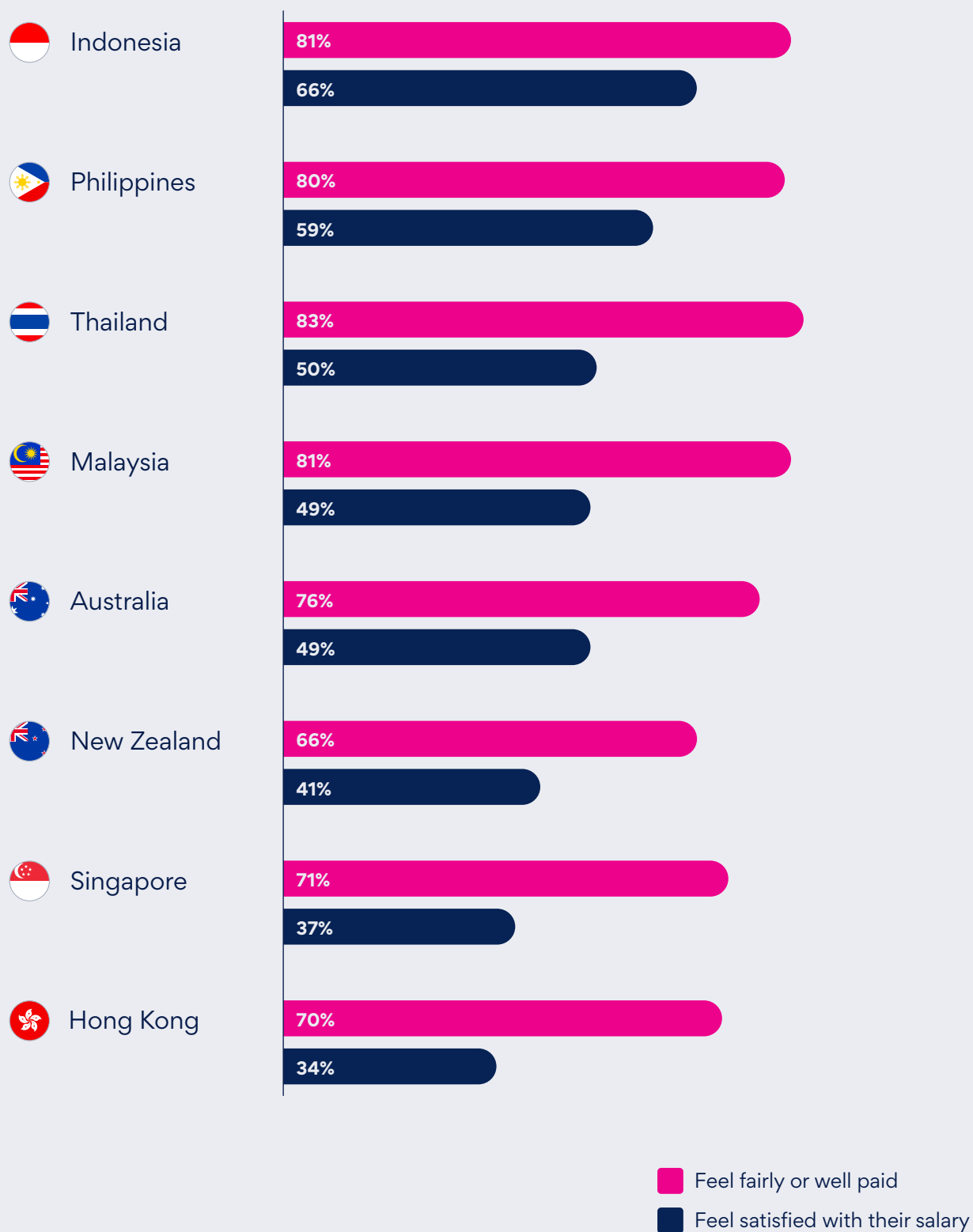
Indonesia leads on pay satisfaction, with 66% feeling somewhat or extremely happy with their salary, followed by the Philippines. While cultural positivity in survey responses may be contributing, these results still point to stronger salary optimism in these markets. A great sense of confidence likely supports this, with workers in Indonesia and the Philippines feeling the most comfortable in asking for a pay rise.

At the other end of the spectrum, Hong Kong, Singapore and New Zealand report the weakest levels of pay satisfaction among the markets surveyed. They are also the least comfortable initiating a pay rise conversation, giving them less agency to influence their salary. Hierarchical structures and social norms around proactively asking for pay increases could be playing a role for Hong Kong and Singapore, alongside high-pressure environments that workers feel don't match their monetary compensation. Cost of living challenges and tough job markets are also likely to be having a bearing on how satisfied workers are with their pay.

For leaders across APAC, there's a clear opportunity to help workers navigate salary conversations with more clarity and confidence, fostering stronger pay satisfaction.



Salary satisfaction in the APAC region



The state of pay in the Philippines



KEY FINDING 1:

Most workers in the Philippines feel fairly paid, but not necessarily content

Most workers in the Philippines (80%) feel they're being paid fairly for their current role, saying their pay feels about right or that they are well paid for the work they do. Despite this, only 59% report being happy with their salary, highlighting a disconnect between what they consider fair and what they'd like to earn.

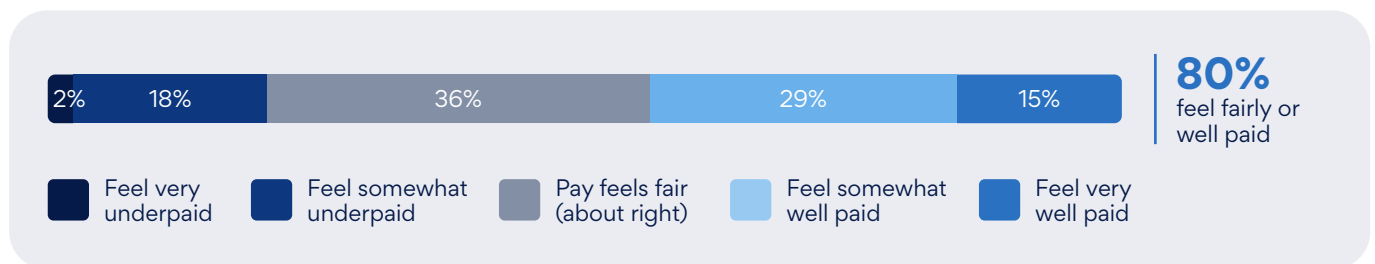
At the same time, many feel their pay is not keeping up with day-to-day life, with 45%

saying their pay is below what they need. For a large share of workers, a salary that feels 'fair' still does not stretch far enough.

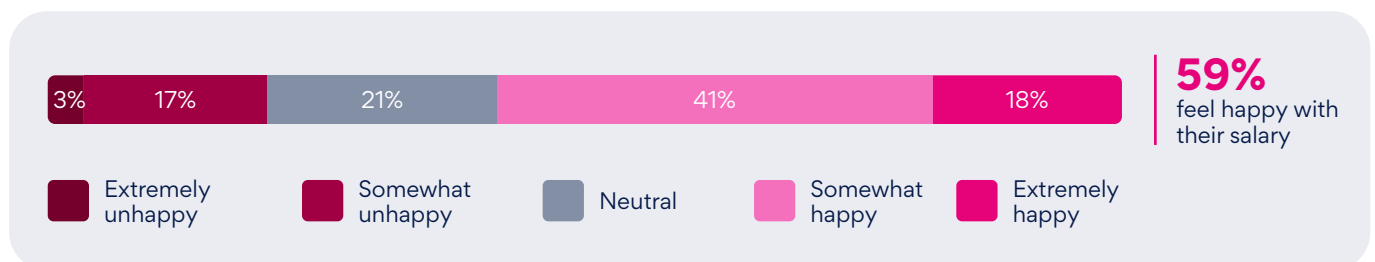
Perceptions of fairness and salary satisfaction are linked with income, with higher earners more likely to feel well paid and happier with their salary overall.

Women (24%) are more likely to feel unfairly paid than men (18%).

Salary fairness



Salary happiness



“

My pay may be fair relative to my role, responsibilities, and market standards, but it is still not enough to fully meet my personal financial needs and cost of living.

– Gen Z,
Retail, hospitality and sports



KEY FINDING 2:

Salary happiness comes from feeling meaningfully rewarded, not just fairly paid

Only 44% of employees who view their pay as 'fair (feels about right)' are actually satisfied with that level of remuneration, leaving 56% unsatisfied. This suggests that employees don't just want to know they're being paid in line with a benchmark, they want to feel rewarded above and beyond for their contribution to feel truly well paid.

Alongside benchmarking, employees also interpret their salary in the context of their workload and how well it supports their lifestyle.

Together, these factors have a significant bearing on how fairly employees feel they are being paid and how satisfied they are.

Given this, leaders need to think beyond benchmarking to help foster higher pay satisfaction in the workplace. It's important to recognise that employees' expectations are also shaped by how strongly they believe their contribution is valued, and by how well their salary supports what matters to them outside of work. See page 25 for more action points.

Salary happiness among those who feel underpaid vs well paid



“

Knowing that my work is fairly compensated makes me feel satisfied and valued, which is why I'm happy with my current salary.

– Gen Z,
Construction

KEY FINDING 3:

Salary happiness boosts motivation and reduces the risk of turnover

When workers in the Philippines are happy with their pay, they're over 2x more likely to feel motivated and willing to put in extra effort at work. On the other hand, employees who aren't happy with their salary are nearly 3x as likely to have one eye on the door and be thinking about changing jobs.

Pay satisfaction is therefore a critical area for leaders to understand and take seriously, given the role it plays in driving strong productivity and retention.

2.2x

Workers who are happy with their pay are 2.2x **more likely to feel motivated to go above and beyond** at work than those who are unhappy (86% vs 39%)



2.9x

Workers who are unhappy with their pay are 2.9x more likely to think about changing jobs than those who are happy (67% vs 23%)



KEY FINDING 4:

Recent pay increases are common, but often modest

Over half (58%) of workers in the Philippines reported a salary increase in the last year. Most were small at 5% or less (60%) and driven by within-role increases rather than promotions. Of those within-role increases, the type of pay increase was relatively split between company-wide adjustments (e.g. inflation-based increases) and performance-based pay rises.

However, workers who received a performance-based increase were more likely to feel happy with their salary (78%) than those who only received a company-wide increase (65%).

This shows that when leaders clearly tie pay increases to performance, the impact on pay satisfaction is significant.

Not all industries are equal. Those in technology are significantly more likely to have received higher pay increases linked to more performance-based increases and promotions. This reflects the greater flexibility these sectors have around salary bands and caps, allowing for more substantial pay increases for high-performing employees. See page 17 for more insights by industry.

66% of workers who received their last pay increase in the last 12 months achieved it in their current role.



15% achieved an increase through a promotion, with most others receiving one because of a role change (within the same company or moving to a different company/industry).



Last pay increase type within role

(Among the 66% of workers who said their last pay increase in the last 12 months was in their current role, not via a promotion)

A performance-based pay increase

41%

A company-wide pay increase

36%

An individual pay adjustment

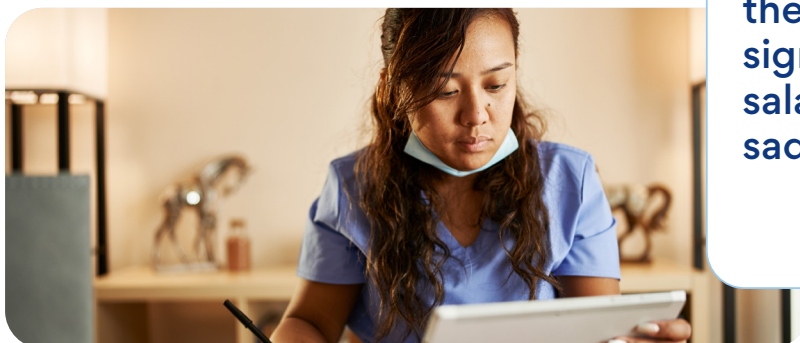
18%

A retention or counter-offer increase

2%

Other/don't know

3%



“

With the current rise of prices there should be at least a significant increase to my salary or a promotion, but sadly that has not happened.

– Gen Z,
Public sector

KEY FINDING 5:

Workers are willing to relocate for higher pay, but won't compromise their positive workplace culture

Many workers in the Philippines are willing to make compromises for a higher salary. More than 1 in 4 are open to prioritising financial comfort over their current location, with 28% willing to relocate to another city or country for a 10% pay increase. This is the most common sacrifice they're willing to make.

Yet the same workers are far less likely to sacrifice a positive workplace environment. Just 2% would be willing to work for a boss they don't respect, and only 3% would be willing to work for a company with a toxic culture for a 10% pay increase.

They also place a premium on meaningful work, with only 11% willing to take on work that feels

less meaningful or fulfilling for that same pay increase. These boundaries help explain why workers in the Philippines report some of the strongest levels of workplace happiness across APAC. We know from [SEEK's Workplace Happiness Index](#) that purposeful work is a top driver of happiness, and it's an area they're most satisfied with.

It's worth noting that 27% of workers in the Philippines aren't willing to make any sacrifice for a 10% salary increase. Almost as many as those willing to relocate. Gen X and those with 11+ years' experience are the least likely to make any sacrifices for their salary.

Sacrifices for a 10% salary increase

(% who would consider each)



“

Looking at the current market, I think I'm a bit undervalued. But the job is exciting and fun for me because it helps me grow as a person.

– Gen Z,
Technology

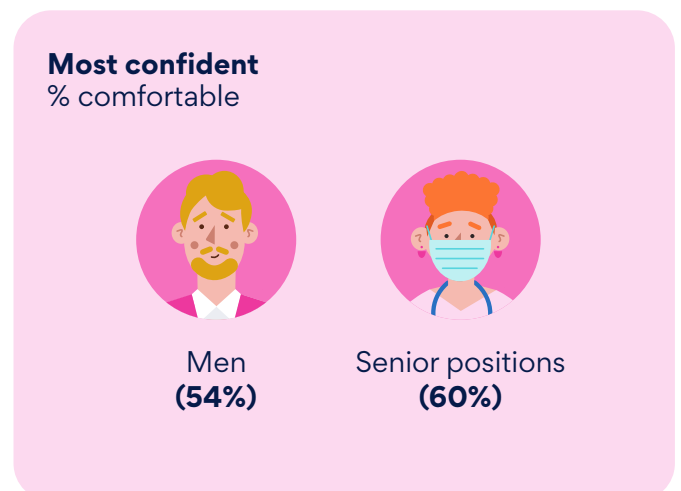
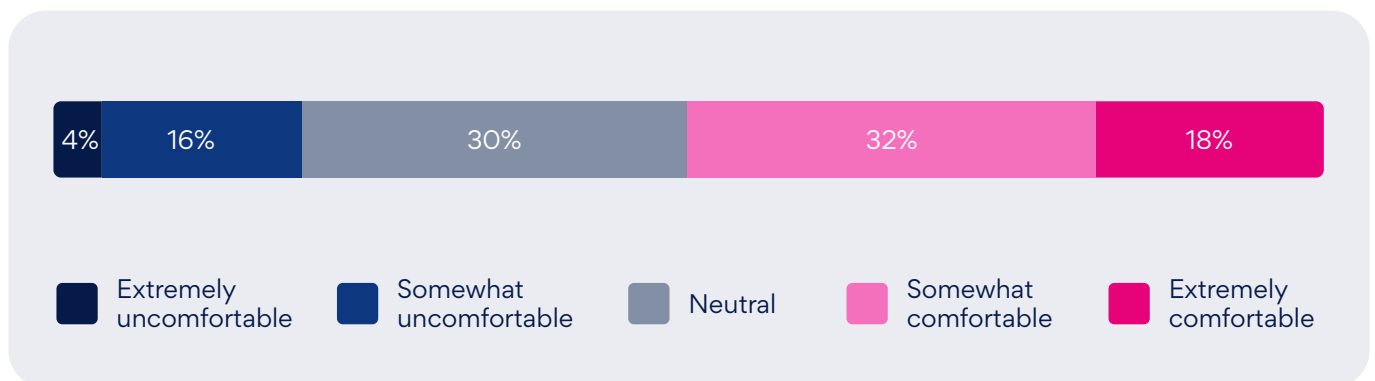
KEY FINDING 6:

Workers have some confidence in navigating pay conversations, but most could use extra support

Half of workers in the Philippines feel comfortable asking for a pay rise. With only 18% feeling extremely comfortable to ask, building confidence around pay conversations remains one of the biggest opportunities for both leaders and employees.

Junior workers, newer staff and women are in even greater need of support, as they are the least confident in asking for a pay rise. For more junior employees, this could come down to a few factors: less confidence in their ability to justify a pay rise, less established relationships with decision-makers, and general inexperience with these types of conversations.

Comfort in asking for a pay increase



KEY FINDING 7:

It pays to be proactive in initiating pay conversations

More than half of workers (60%) have asked for a pay rise before. While these conversations can feel awkward, the encouraging reality is that most employees (85%) who asked for an increase were successful.

Additionally, the more someone does it, the more confident they typically feel in approaching future pay rise conversations, and the happier they tend to be with their salary. This heightened confidence likely stems not just

from the pay increase they typically receive, but also from the sense of ownership and achievement in securing it. For employees, the opportunity is clear: don't let initial discomfort hold you back. If you have a solid case for a pay rise, invest time in preparing, anchor your ask in evidence, and approach the conversation with confidence. Whatever the outcome, every conversation is a learning experience.

84%

of repeat askers feel **comfortable asking for a pay rise**, compared to 63% of those who have only asked once



77%

of repeat askers feel happy with their salary, compared to 69% of those who have only asked once



KEY FINDING 8:

Declined pay requests or unmet expectations often prompt proactive negotiation

While those who ask for a pay rise are often rewarded, 9% of employees have faced rejection. These employees tend to feel less valued and are less motivated to go above and beyond in their roles. Rejection can also lead them to consider changing jobs.

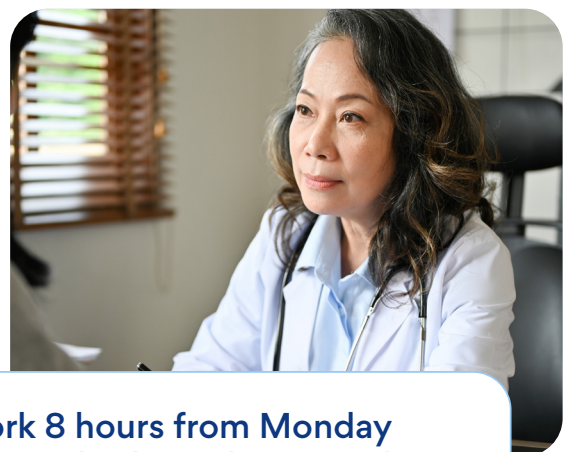
Beyond hard rejections, dissatisfaction with pay rise outcomes can also prompt action. Many workers in the Philippines lean into these conversations rather than look for a new role when their expectations aren't met. In fact, 23% say they would negotiate with their manager or HR for a higher increase, and a further 23% are likely to ask for additional perks such as bonuses or employee benefits.

That said, there is also a real risk of quiet withdrawal if pay rise disappointment isn't managed well. Around 22% say they would accept a smaller raise than expected but with lower motivation, and 12% would start looking for a new role.

These employees are essential for leaders to keep an eye on. If a pay increase is declined or smaller than expected, it's important to communicate clearly about why and offer guidance on what's needed for future success. Getting ahead of these conversations is equally important. Sharing what milestones are required before yearly reviews can help manage expectations early.

Next steps if pay rise doesn't meet expectations

(% most likely to take each action)



“

I work 8 hours from Monday to Saturday but I don't get the value of what I have worked for. I am stuck with a rate that I had 5 years ago.

– Gen X,
Public sector

Expert advice on pay conversations



For employees

Effective salary conversations come down to timing, preparation, and commercial awareness. Don't wait for your performance review, speak to your manager in advance to understand what's required, set expectations and align your goals accordingly.

- Come ready with evidence-based examples: revenue generated, efficiencies improved, and responsibilities taken on beyond your role.
- Benchmark your salary through recruiters, industry networks and job advertisements to understand your market value.

Remember, salary increases are based on the value you deliver, not personal financial pressures. Understand how pay decisions are made in your organisation, seek regular feedback year-round, and let the conversation grow naturally from there. Good luck!

For employers

Pay rise conversations can carry significant emotional weight and should be handled with care, therefore, preparation is critical. Clarity and transparency are essential during these conversations with employees.

- Ensure you can clearly talk to how remuneration decisions are made at your organisation and proactively set clear expectations around KPIs, behaviours and business results before any formal review.
- If a pay rise is declined or lower than expected, explain the rationale clearly and provide actionable feedback. Acknowledge the employee's contribution and demonstrate empathy.
- Where salary increases aren't possible, consider alternatives such as flexible working or professional development.

Handled well, these conversations build trust. Handled poorly, they risk disengagement and higher turnover.

Ukari Warmann,

Director, Business Partnering, APAC
SEEK

Pay satisfaction across generations and industries



KEY FINDING 9:

Millennials feel the most squeezed by their salary

Perceptions of salary fairness are similar across generations in the Philippines, however they differ on satisfaction, with millennials significantly less happy with their pay than other generations. This is closely linked to their perceptions of pay relative to standard of living, with around half of millennials saying their salary is below their standard of living needs (compared to a market average of 45%). For many, a salary that feels 'fair' still does not fully cover their basic needs.

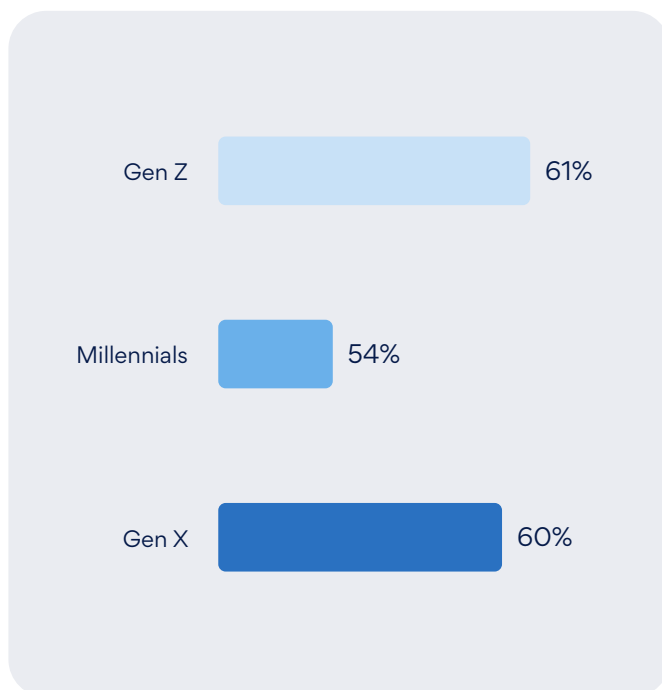
Contributing to this is lower wage growth, with 27% of millennials reporting a pay rise

worth less than 2% in the last 12 months, vs 22% market average.

At the same time, millennials are no more willing than other generations to make trade-offs for a higher salary, such as longer hours or a lower job title. But they are the most open to taking on a side hustle, suggesting many would rather protect the core of their job and top up their income to close the gap between what they earn and the life they want.

Salary happiness

(Somewhat happy + extremely happy)



“

The price of commodities is high and salary is almost not enough.

– Millennial,
Admin, customer service and sales

**Note: baby boomers base size n=24, therefore are excluded from the report.*

KEY FINDING 10:

Younger workers are more willing to act to improve their salary

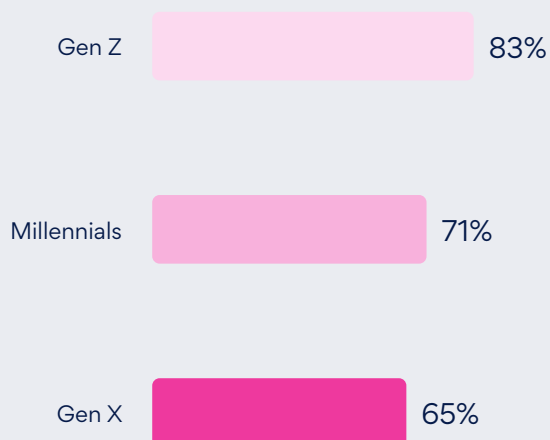
Gen Z are more likely than other generations to have received a pay rise in the last 12 months (67%), likely reflecting the natural pay steps that come with early career progression, such as graduate programmes or first promotions. They are also the most confident about current job security, with 77% feeling positive about how secure their role feels today. It's clear that many young workers feel that their pay and career are moving in the right direction.

At the same time, Gen Z are the most prepared to push and trade to accelerate that momentum. More than 4 in 5 (83%) would make at least one sacrifice for a 10% pay increase, showing a greater willingness than older generations to accept compromises. Common trade-offs include accepting a lower job title or less meaningful work (18% each). They are also

more proactive when pay outcomes disappoint: if a pay rise was rejected or came in lower than expected, only 11% say they would simply accept it and do nothing compared with 23% of Gen X, while 27% say they would go back to negotiate with their manager or HR. This paints a picture of a generation that is both optimistic and assertive, keen to keep their earnings and career trajectory moving, and less inclined to passively accept pay decisions.

For leaders, this means Gen Z will respond best to clear progression pathways and open pay conversations, where they can see how effort translates into earnings and feel invited to actively shape their trajectory rather than simply wait their turn.

Willing to make sacrifices for a 10% pay increase



**Note: baby boomers base size n=24, therefore are excluded from the report.*



KEY FINDING 11:

Technology and construction workers feel the most well paid

Workers in the technology and construction industries are the most likely to feel they are being paid well (54% and 50% respectively), and they are also the happiest with their salaries (69% and 65%). Technology workers in particular feel very secure, with 87% feeling positive about their current job security and 82% about their future job security.

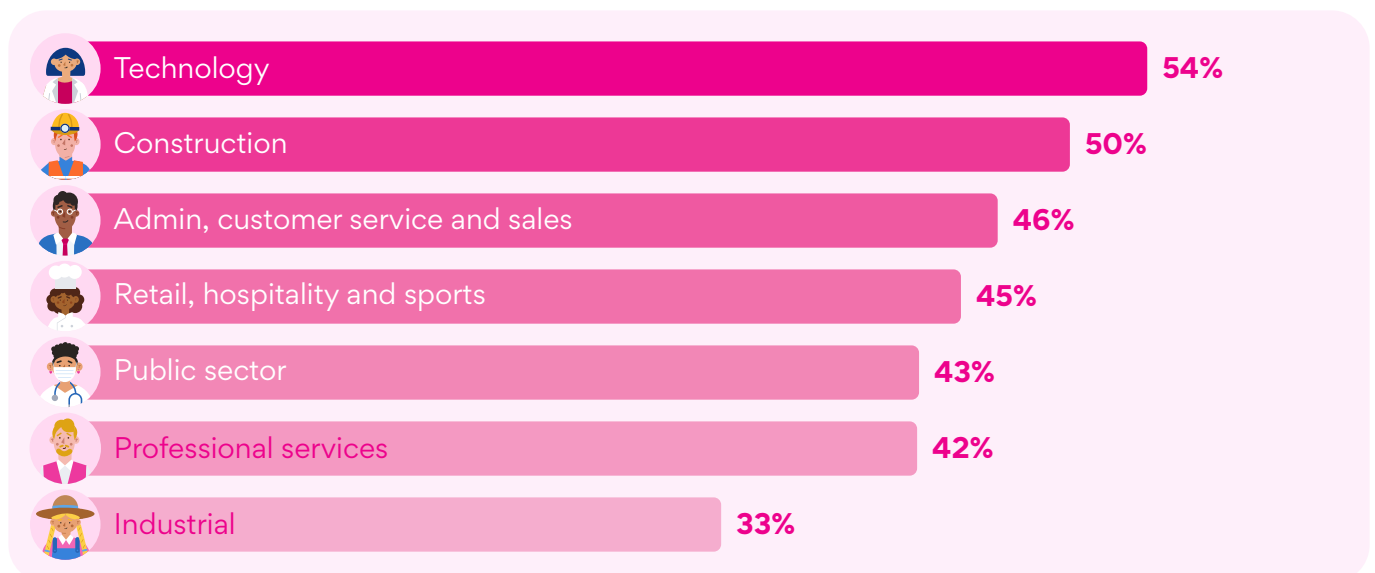
Stronger wage growth is a key part of this, with construction and technology employees that received a pay rise in the last 12 months being more likely to have received a pay rise over 5% (49% and 48% respectively, vs market average of 36%). These workers are also more comfortable asking for a pay rise, giving them more control over their pay outcomes.

Industrial workers feel differently. They are the least likely to feel well paid and are less satisfied with their pay than workers in other industries. Cost of living pressures are one contributor, with 58% saying their salary is below what they need for their standard of living, the highest of all industries. This is leaving industrial workers feeling less valued and less proud of where they work compared to other professions. They also feel less motivated to go above and beyond at work than other sectors, and aren't as willing to recommend their company to others.

For leaders in the industrial sector, this points to a growing risk of disengagement that could make industrial roles harder to sustain and staff over time. Where pay rises aren't possible, consider what other benefits could be offered to workers to help improve engagement.

Salary fairness

(I feel somewhat well paid + I feel very well paid)



“

Little pay and not much motivation to do the job well.

– Gen X,
Industrial



KEY FINDING 12:

Workers in Mindanao feel fairly paid, but are feeling the pressure with cost of living

Workers in Mindanao are more likely than those in other regions to feel they are being paid fairly for the work they do (87% feel fairly/well paid). Yet despite this, many still feel their pay is not keeping up. More than half (54%) of Mindanao workers say their salary is below their needs, revealing that a salary that feels 'fair' on paper does not always stretch far enough in practice.

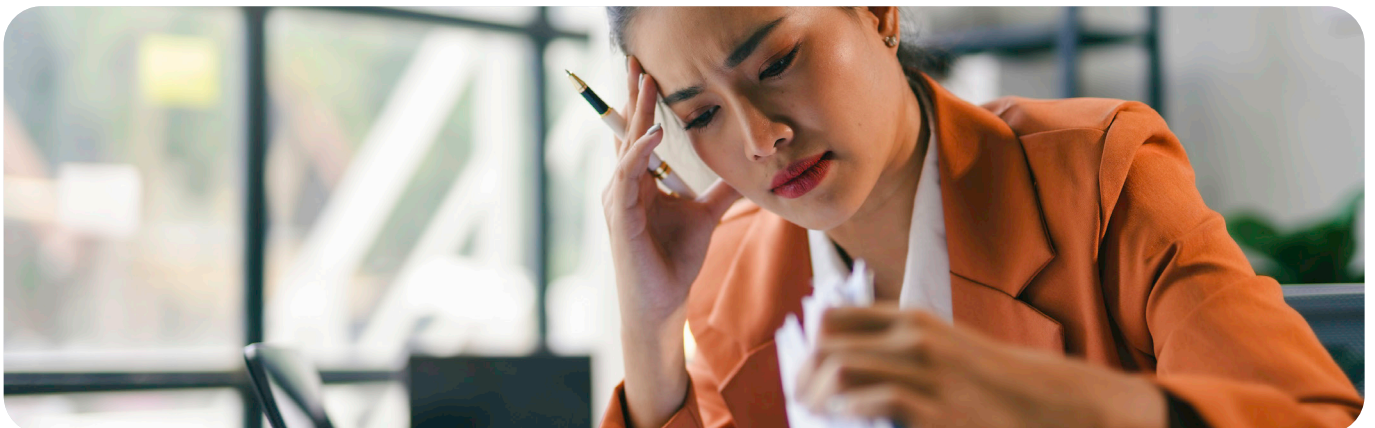
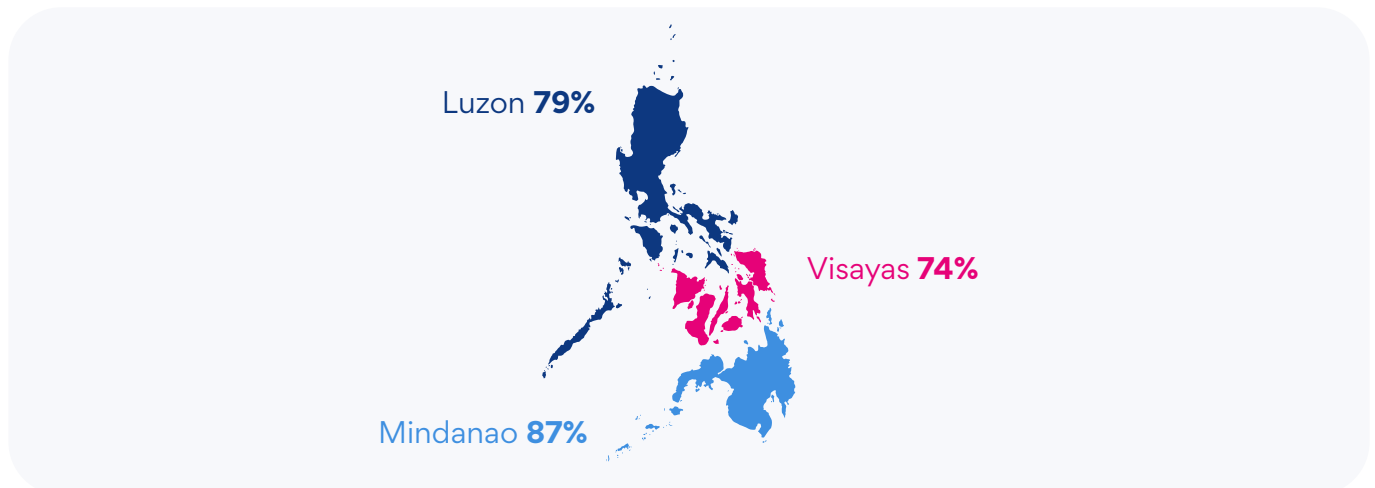
Pay rises and the size of increases are similar to other regions, suggesting that the gap is

being driven more by day to day costs than by recent changes in income.

However, in Mindanao, cost of living can vary sharply between rural areas and more urbanised cities. For those living in larger cities, a salary that feels fair compared with others in the region may still feel stretched once local living costs are factored in.

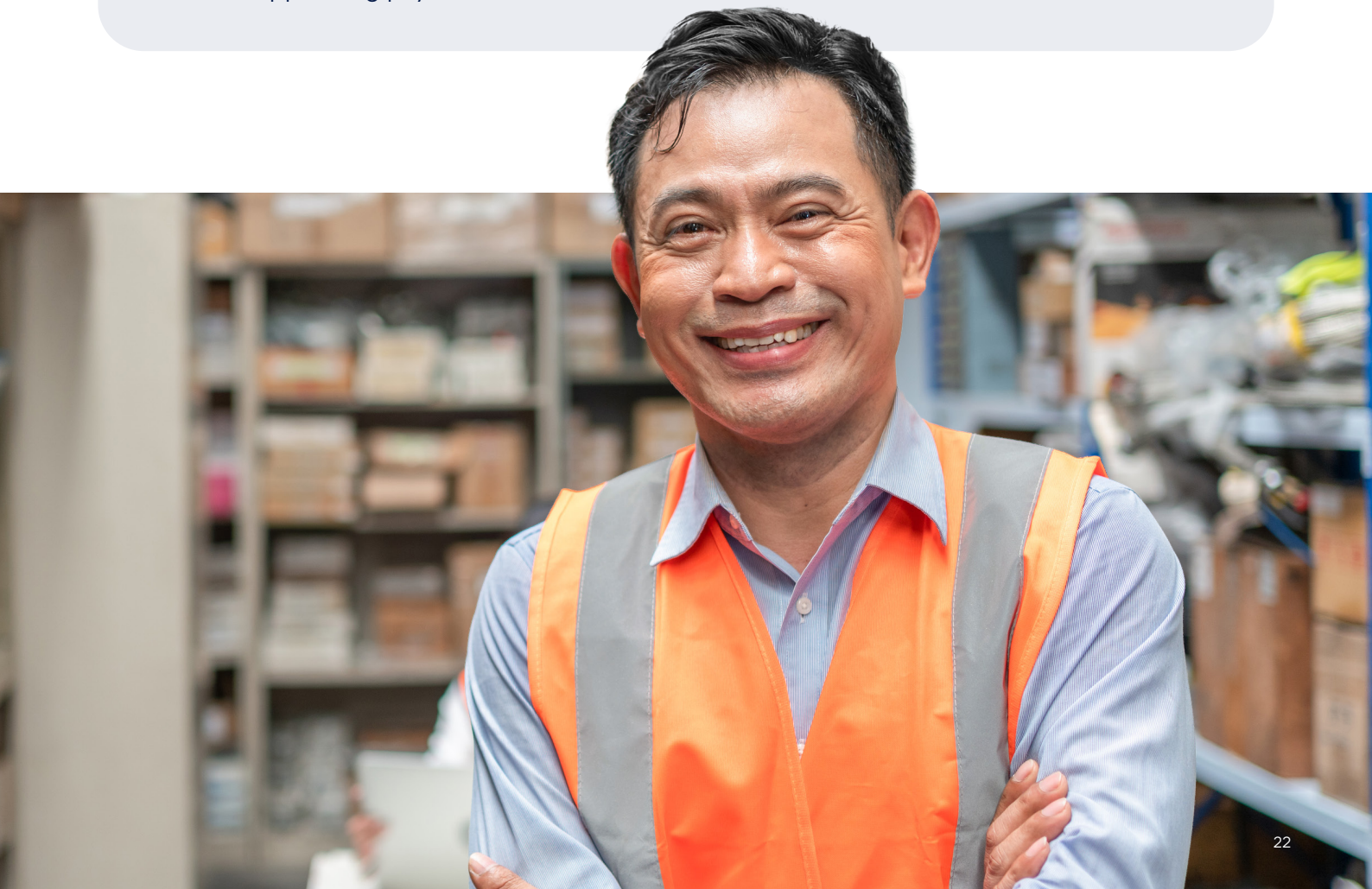
Salary fairness

(I feel fairly paid (about right) + feel somewhat/very well paid)



→ TAKEAWAYS

- Most workers in the Philippines (80%) feel fairly paid, yet only 59% are happy with their salary, revealing a gap between what feels fair and what they would like to earn.
- Less than half of employees who feel their pay is 'fair (feels about right)' are happy with it (44%), showing that real salary happiness comes from feeling meaningfully rewarded, not just fairly paid.
- Pay satisfaction is a critical focus for leaders, with workers who are happy with their pay 2.2x more likely to feel motivated and go above and beyond at work, and unhappy workers 2.9x more likely to be thinking about changing jobs.
- Recent pay rises are common but modest, with 58% of workers reporting an increase in the last year and 60% of these amounting to 5% or less.
- Many workers in the Philippines would make a sacrifice for a 10% pay rise. Relocation is most common, with 28% open to considering this.
- Most workers in the Philippines could use extra support navigating pay conversations, with around half feeling comfortable asking for a pay rise and only 18% feeling extremely comfortable.
- When pay rise expectations are not met, many Filipinos will act. If this situation were to occur, 23% say they would negotiate with their manager or HR for a higher increase and a further 23% are likely to ask for additional perks such as bonuses or employee benefits.
- Younger workers are more willing to act to improve their salary, with Gen Z more likely than other generations to have both received a pay rise in the last year (67%), and be more prepared to push, trade, or negotiate for better pay (only 11% would simply accept a disappointing pay decision).



Playbook for employees and employers



Playbook for employees

1. Know your market value

- **Benchmark your salary before any pay conversation.** Use [Jobstreet's Explore Salaries](#) page to understand what others in your role and industry are earning. It's the foundation of any confident pay discussion.
- **Don't rely on informal comparisons.** Comparing your salary to colleagues, friends or family is common, but these are subjective measures that can give you an inaccurate picture of your true market value.

2. Build your case

- **Know what you bring to the table.** Before any salary discussion, take stock of your contribution and how it aligns with your organisation's goals. The clearer you are on your value, the more confidently you can advocate for yourself. Need help getting started? [Jobstreet Career Advice](#) has practical tips to help you prepare.
- **Think beyond the pay rise.** If a higher salary isn't immediately possible, consider what else matters to you. Flexible work arrangements, transportation allowances, additional leave or other benefits can be valuable alternatives.

3. Have the conversation

- **Don't let discomfort hold you back.** A fifth of workers in the Philippines find salary conversations uncomfortable, but those who have them are far more likely to be rewarded (85% of employees who asked for a pay rise received one, either in full or in part).

4. If the answer is no

- **Ask for a clear pathway forward.** If a pay rise isn't possible right now, ask your manager for specific feedback on what's needed to get there. A clear plan gives you something to work towards and helps manage your expectations.
- **Don't let rejection derail your motivation.** It's natural to feel frustrated or undervalued after a knock-back, but staying engaged and focused on your development is the best way to position yourself for future success.
- **Consider your options.** If unmet expectations are affecting your motivation, weigh up whether other benefits or a move to a new role better aligned with your values and goals might be the right next step.



Playbook for employers

1. Understand how your people feel about their pay

- **Don't assume fair means satisfied.** Most employees may feel their pay is reasonable, but that doesn't mean they're happy with it. Regularly checking in on pay satisfaction (not just pay rates) gives you a more accurate picture of how your people are really feeling.
- **Watch for the warning signs.** Don't wait for a resignation to find out there was a problem.

2. Go beyond benchmarking

- **Benchmarking is the floor, not the ceiling.** Paying in line with market rates is important, but it's not enough on its own. Employees want to feel genuinely rewarded for their contribution, not just paid in line with a benchmark.
- **Build a culture of recognition.** Feeling valued is a key driver of pay satisfaction. Regular, meaningful recognition of your people's contribution can have a significant impact on how satisfied they feel with their pay overall.
- **Consider the full reward picture.** When a pay rise isn't possible, other benefits matter. Flexible work arrangements, special allowances, additional leave and rostered days off are appealing alternatives that can help retain employees when salary increases aren't feasible.

3. Be transparent about pay

- **Communicate clearly about pay decisions.** When pay rises are declined or smaller than expected, employees need to understand why. Clear, honest communication helps manage expectations and reduces the risk of disengagement.

4. Create space for salary conversations

- **Normalise pay discussions.** Many employees find salary conversations uncomfortable, yet those who have them are far more likely to feel satisfied with their pay. Creating an environment where these conversations are expected and welcomed makes a real difference.

5. Manage expectations early

- **Be proactive about pay conversations.** Don't wait for the annual review to discuss salary. Regular check-ins on performance and pay give employees a clearer sense of where they stand and what's needed to progress.
- **Set clear milestones for pay rises.** Employees who understand what's required to earn a higher salary are better equipped to work towards it and less likely to feel blindsided if a review doesn't go their way.



PART 2

The Philippines' pay data



A few things to keep in mind

This data reflects the salary ranges employers are advertising when posting roles on Jobstreet and provides a snapshot of the current market for high-demand positions. It shows advertised salary ranges, which may differ from what employees are actually earning in their current roles (as reflected in the sentiment data in Part 1).

The roles featured are the top 20* by job ad volume within each industry, meaning they represent where hiring demand is strongest. The average salary ranges shown are based on salary information included in job ads during the six-month period (November 2025 - April 2026).

This data is useful for understanding what employers are currently offering for in-demand roles, but individual salary offers will vary based on specific experience, skills, company size, and other factors. It should not be used as the sole benchmark for setting salaries or making hiring decisions.

For employers looking to establish competitive compensation packages, [Jobstreet's Explore Salaries page](#) provides up-to-date advertised salary data so you can see how your salary brackets measure up.

**A minimum threshold of job ads on Jobstreet is required for a role to appear in these tables.*



State of the economy



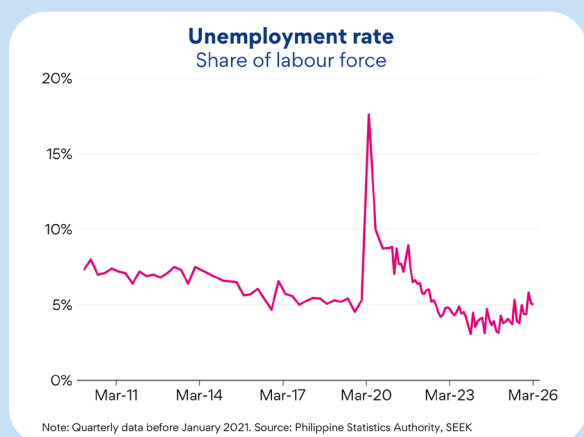
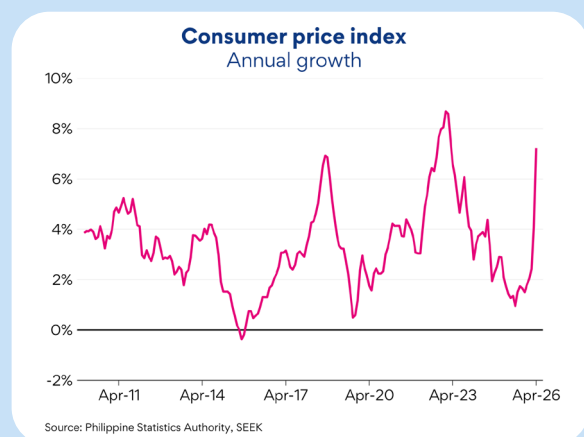
The Philippines, like many economies, experienced higher inflation in the aftermath of the COVID-19 pandemic, following a sharp deterioration in labour market conditions during the crisis. As price pressures strengthened and economic activity was expected to recover to its pre-pandemic level in 2022, the Bangko Sentral ng Pilipinas (BSP) began tightening monetary policy to preserve price stability.

Minimum wages are an important influence on the purchasing power of some households in the Philippines, with around 1 in 5 workers in businesses employing more than 20 people earning the minimum wage. Although minimum wages were broadly unchanged across regions in 2020 and 2021, several regions implemented notable increases after the pandemic. On average, these wage increases have exceeded inflation, implying an improvement in the real incomes of minimum wage earners in recent years.

More recently, inflationary pressures have re-emerged, reflecting higher fuel and transport costs as well as increases in food prices, including staples such as rice and fish. In response, the BSP raised its policy rate in April 2026, despite economic growth falling short of earlier expectations.

Looking ahead, the conflict in the Middle East could weigh on the Philippines' economy by adding to cost pressures and dampening growth. A weaker growth outlook would likely further soften labour market conditions, particularly given that unemployment had already risen over the past year before the latest escalation in the conflict and the BSP's latest policy tightening.

Dr Blair Chapman,
Chief Economist
SEEK



Accounting

Role Titles	Lower-mid range	Upper-mid range
1. Accounting Staff	16,600	21,500
2. Accountant	31,500	86,000
3. Accounting Assistant	18,600	21,500
4. Accounting Supervisor	28,000	43,200
5. Accounting Associate	18,649	26,500
6. Bookkeeper	21,500	63,000
7. Accounting Manager	53,000	92,000
8. Accounting Officer	21,500	36,500
9. Financial Analyst	31,500	77,500
10. Accounting Specialist	23,000	48,000
11. Finance Manager	56,000	109,000
12. Internal Auditor	20,200	48,870
13. General Accountant	30,360	53,834
14. Auditor	19,330	64,350
15. Accounts Payable Specialist	25,900	56,000
16. Accounts Clerk	14,390	20,290
17. Taxation Accountant	65,875	109,000
18. Financial Assistant	18,179	23,000
19. Financial Officer	26,150	52,250
20. Finance Associate	18,600	31,140

Advertising, Arts & Media

Role Titles	Lower-mid range	Upper-mid range
1. Video Editor	23,000	53,000
2. Graphic Artist	18,600	26,500
3. Multimedia Artist	21,500	30,000
4. Live Streaming Host	19,200	33,000
5. Art Director	41,450	76,000
6. Videographer And Video Editor	21,500	28,000

Administration & Office Support

Role Titles	Lower-mid range	Upper-mid range
1. Administration Officer	18,349	23,600
2. Executive Assistant	23,000	56,000
3. Office Staff	16,103	18,600
4. Administrative Staff	15,900	20,330
5. Receptionist	17,300	21,500
6. Document Controller	18,600	26,500
7. Virtual Assistant	21,260	43,000
8. Sales Administrator	17,200	31,500
9. Liaison Officer	16,600	21,780
10. Sales Administration Assistant	18,300	21,500
11. Customer Service Representative	18,600	26,140
12. Operations Assistant	18,066	26,100
13. Secretary	16,500	21,983
14. Executive Secretary	20,120	33,000
15. Office Assistant	17,200	20,650
16. Encoder	15,300	18,600
17. Administration Supervisor	25,900	37,850
18. Administration Specialist	20,900	39,500
19. Administration Associate	18,600	21,500
20. Office Administrator	17,580	30,360

Banking & Financial Services

Role Titles	Lower-mid range	Upper-mid range
1. Financial Executive	20,450	36,500
2. Credit Investigator	13,600	21,600
3. Treasury Assistant	15,300	21,500
4. Branch Manager	19,892	40,300
5. Field Collector	13,900	18,600
6. Teller	14,720	18,600
7. Credit Analyst	18,300	76,900
8. Bank Teller	16,100	18,600
9. Head Of Branch	22,300	79,000
10. Financial Adviser	16,500	42,199
11. Loan Processor	16,216	57,470
12. Specialist	16,500	46,000
13. Loan Specialist	14,150	17,029
14. Compliance Officer	28,000	57,500
15. Business Adviser	14,690	15,600
16. Accounts Officer	19,200	43,000
17. Service Associate	13,300	21,645
18. Branch Clerk	14,600	15,300
19. Loans Officer	16,500	36,800
20. Treasury Associate	18,600	25,360

Figures listed are from Jobstreet advertised salary data in PHP based on monthly full-time salaries, which typically fall between the lower-mid and upper-mid range.

Call Centre & Customer Service

Role Titles	Lower-mid range	Upper-mid range
1. Customer Service Representative	21,500	27,200
2. Call Centre Operator	21,655	26,112
3. Non-voice Customer Service Representative	22,400	25,900
4. Team Leader	34,300	60,000
5. Chat Support Representative	23,000	26,225
6. Healthcare Customer Service Representative	22,500	29,200
7. Customer Service Associate	19,500	26,400
8. Customer Care Consultant	22,120	33,000
9. Email Support Representative	23,300	26,600
10. Customer Support Officer	23,000	33,000
11. Operations Manager	66,000	129,000
12. Collections Specialist	25,230	34,590
13. Customer Service Specialist	21,500	39,500
14. Content Moderator	22,100	26,833
15. Customer Support Specialist	23,235	36,550
16. Technical Support Representative	23,000	33,000
17. Specialist	26,500	66,000
18. Customer Support Associate	21,770	27,200
19. Quality Analyst	29,440	58,500
20. Travel Customer Service Representative	22,810	27,200

Design & Architecture

Role Titles	Lower-mid range	Upper-mid range
1. Graphic Designer	23,000	62,650
2. Architect	21,500	38,000
3. Graphic Artist	19,300	26,500
4. Multimedia Artist	21,500	33,000
5. Interior Designer	21,500	41,260
6. Designer	23,000	51,300
7. Draftsperson	18,300	43,000
8. Project Architect	23,600	34,480
9. User Experience And Interface Designer	38,000	96,000
10. Multimedia Designer	25,600	54,500
11. Design Architect	23,600	47,400
12. Architectural Draftsperson	23,000	67,000
13. Design Specialist	26,500	46,180
14. Architectural Designer	19,900	52,133
15. Multimedia Specialist	23,000	33,000

CEO & General Management

Role Titles	Lower-mid range	Upper-mid range
1. General Manager	59,500	165,000

Construction

Role Titles	Lower-mid range	Upper-mid range
1. Safety Officer	19,441	28,795
2. Quantity Surveyor	24,770	42,550
3. Project Manager	43,000	86,000
4. Estimator	22,500	65,250
5. Project In Charge	23,140	36,500
6. Quality Assurance And Control Engineer	21,810	36,950
7. Project Engineer	21,500	32,820
8. Surveyor	24,620	39,500
9. Construction Manager	43,000	79,950
10. Project Coordinator	20,300	46,350
11. Project Supervisor	25,630	38,440
12. Geodetic Engineer	28,000	43,000
13. Planning Engineer	24,480	47,150
14. Construction Project Manager	42,580	92,000

Education & Training

Role Titles	Lower-mid range	Upper-mid range
1. Online English As A Second Language Teacher	25,000	25,000
2. Online English Teacher	56,000	56,000
3. Instructor	14,670	21,040
4. English As An Additional Language Teacher	17,760	28,000
5. Preschool Teacher	18,600	22,040

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Engineering

Role Titles	Lower-mid range	Upper-mid range
1. Electrical Engineer	21,500	36,500
2. Mechanical Engineer	21,500	35,900
3. Project Engineer	21,780	36,230
4. Civil Engineer	20,900	34,500
5. Site Engineer	21,210	31,500
6. Engineer	20,800	53,000
7. Industrial Engineer	18,600	26,500
8. Design Engineer	22,200	67,500
9. Process Engineer	21,400	36,500
10. Services Engineer	20,140	28,000
11. Cad Operator	18,600	25,100
12. Maintenance Supervisor	23,800	36,500
13. Pollution Control Officer	23,600	33,000
14. Maintenance Engineer	21,520	39,500
15. Facilities Engineer	21,500	36,500
16. Building Engineer	26,800	38,800
17. Engineering Supervisor	26,500	38,000
18. Structural Engineer	35,040	78,400
19. Office Engineer	19,810	23,780
20. Sales Engineer	21,500	33,000

Healthcare & Medical

Role Titles	Lower-mid range	Upper-mid range
1. Company Nurse	21,500	28,000
2. Radiologic Technologist	21,200	27,480
3. Medical Sales Representative	16,600	22,300
4. Medical Representative	18,600	25,769
5. Pharmacist	20,900	26,500
6. Registered Pharmacist	21,500	31,500
7. Medical Coder	51,200	79,000
8. Pharmacy Assistant	14,734	19,200
9. Staff Nurse	20,680	27,820
10. Registered Nurse	22,900	50,000
11. Specialist	23,120	63,000
12. Phlebotomist	20,900	22,090
13. Physical Therapist	18,600	23,000
14. Medical Receptionist	18,600	18,971
15. Medical Technologist	20,100	21,500
16. Philippine Registered Nurse	33,420	51,000
17. Dental Assistant	18,210	21,500
18. Us Registered Nurse	55,900	82,352
19. Clinic Nurse	22,580	23,760
20. Professional Medical Representative	18,330	20,940

Farming, Animals & Conservation

Role Titles	Lower-mid range	Upper-mid range
1. Technical Detailer	16,600	16,600
2. Veterinarian	31,500	50,000

Hospitality & Tourism

Role Titles	Lower-mid range	Upper-mid range
1. Restaurant Manager	25,600	33,000
2. Barista	15,645	19,300
3. Service Crew	15,300	18,600
4. Management Trainee	17,914	21,500
5. Kitchen Staff	16,600	18,649
6. Line Cook	18,000	20,400
7. Shift Manager	20,100	26,500
8. Cook	17,230	19,200
9. Housekeeping Staff	14,890	18,600
10. Assistant Restaurant Manager	21,593	28,090
11. Restaurant Supervisor	20,330	26,500
12. Dining Staff	16,150	18,300
13. Bartender	16,600	20,600
14. Waitperson	16,300	19,300
15. Kitchen Assistant	15,650	18,300
16. Front Office Associate	14,300	20,100
17. Kitchen Helper	17,300	18,600
18. Server	17,100	18,900
19. Restaurant Staff	16,300	18,300
20. Cashier	16,600	19,300

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Human Resources & Recruitment

Role Titles	Lower-mid range	Upper-mid range
1. Human Resources Generalist	20,100	33,000
2. Human Resources Assistant	17,300	21,500
3. Human Resources Manager	41,500	86,000
4. Human Resources Officer	20,100	33,000
5. Human Resources Supervisor	25,300	36,450
6. Human Resources Staff	15,900	19,900
7. Human Resources Associate	16,973	22,900
8. Recruitment Specialist	21,500	38,000
9. Human Resources Business Partner	33,000	79,000
10. Human Resources Specialist	20,200	32,900
11. Recruitment Consultant	28,000	53,000
12. Talent Acquisition Specialist	23,000	43,000
13. Recruitment Officer	18,620	33,300
14. Recruitment Assistant	18,300	21,500
15. Recruitment Associate	18,006	23,560
16. Human Resources Coordinator	18,033	34,500
17. Employee Relations Specialist	21,500	43,000
18. Training Officer	23,000	41,500
19. Human Resources Administration Officer	17,000	22,820
20. Recruitment Staff	15,616	19,900

Insurance & Superannuation

Role Titles	Lower-mid range	Upper-mid range
1. Claims Processor	13,900	26,680

Legal

Role Titles	Lower-mid range	Upper-mid range
1. Paralegal	23,300	53,000
2. Associate Lawyer	44,500	58,450
3. Legal Assistant	20,000	28,000
4. Legal Counsel	66,000	115,000
5. Legal Officer	31,500	80,603
6. Lawyer	50,960	78,400
7. Legal Secretary	18,600	23,000
8. Corporate Lawyer	76,450	115,001

Information & Communication Technology

Role Titles	Lower-mid range	Upper-mid range
1. Full Stack Developer	58,000	134,600
2. Data Engineer	76,000	138,000
3. Data Analyst	26,500	76,900
4. Business Analyst	49,140	98,680
5. Software Engineer	46,500	115,811
6. Project Manager	53,000	106,000
7. Software Developer	29,320	106,000
8. Developer	66,000	115,000
9. Systems Administrator	43,000	99,250
10. Network Engineer	39,230	129,000
11. Java Developer	81,400	138,000
12. Information Technology Specialist	19,200	33,000
13. Devops Engineer	86,000	158,000
14. Web Developer	33,000	93,600
15. Engineer	43,000	92,000
16. Backend Developer	56,000	120,200
17. Specialist	33,000	78,418
18. Technical Support Representative	22,950	37,550
19. Information Technology Staff	15,900	20,600
20. Systems Engineer	39,500	129,000

Manufacturing, Transport & Logistics

Role Titles	Lower-mid range	Upper-mid range
1. Driver	16,300	19,300
2. Company Driver	17,200	19,900
3. Production Supervisor	21,500	32,100
4. Purchasing Staff	16,500	20,600
5. Delivery Driver	16,500	20,160
6. Warehouse Supervisor	21,500	31,500
7. Warehouse Helper	15,320	18,600
8. Purchasing Assistant	18,600	21,500
9. Warehouse Staff	15,755	18,600
10. Truck Driver	16,500	20,800
11. Purchasing Officer	20,000	28,000
12. Forklift Driver	15,160	18,709
13. Operations Manager	38,000	89,000
14. Procurement Officer	22,200	50,580
15. Machine Operator	15,300	20,000
16. Operations Coordinator	19,200	28,000
17. Logistics Coordinator	18,600	28,000
18. Inventory Clerk	15,330	18,800
19. Procurement Specialist	22,233	45,800
20. Warehouse Assistant	14,883	20,900

Figures listed are from Jobstreet advertised salary data in PHP based on monthly full-time salaries, which typically fall between the lower-mid and upper-mid range.

Marketing & Communications

Role Titles	Lower-mid range	Upper-mid range
1. Marketing Assistant	16,600	21,500
2. Marketing Manager	43,000	86,000
3. Marketing Officer	20,600	33,000
4. Marketing Specialist	22,290	51,500
5. Marketing Associate	18,600	26,500
6. Digital Marketing Specialist	26,500	63,125
7. Marketing Staff	15,900	20,290
8. Marketing Supervisor	26,000	41,500
9. Social Media Manager	23,000	46,500
10. Brand Manager	46,000	96,000
11. Social Media Specialist	22,900	41,500
12. Digital Marketing Manager	53,000	99,000
13. Marketing Coordinator	21,500	56,300
14. Specialist	29,700	69,000
15. Search Engine Optimisation Specialist	38,000	74,950
16. Sales And Marketing Associate	13,600	22,970
17. Content Creator	20,380	46,400
18. Product Specialist	18,600	33,000
19. Ecommerce Specialist	21,650	44,950
20. Marketing Executive	23,000	49,800

Retail & Consumer Products

Role Titles	Lower-mid range	Upper-mid range
1. Sales Associate	15,640	19,300
2. Store Supervisor	19,300	24,500
3. Cashier	15,775	18,600
4. Store Manager	21,500	33,000
5. Store Staff	15,600	15,600
6. Sales Supervisor	18,380	25,420
7. Merchandiser	15,900	18,600
8. Branch Manager	19,892	31,500
9. Management Trainee	17,300	21,500
10. Sales Clerk	14,246	18,150
11. Area Manager	31,100	48,000
12. Sales Staff	14,810	18,300
13. Promodiser	15,900	18,600
14. Sales Promodizer	15,600	18,600
15. Sales Assistant	16,600	20,720
16. Retail Sales Associate	16,600	21,500
17. Assistant Store Manager	20,900	31,500
18. Merchandise Manager	43,000	81,540
19. Cashier Supervisor	16,600	21,500
20. Stores Officer	20,900	21,600

Real Estate & Property

Role Titles	Lower-mid range	Upper-mid range
1. Sales Associate	15,900	19,890
2. Property Manager	46,150	73,000
3. Leasing Officer	26,500	39,200
4. Sales Manager	25,800	38,700
5. Multi Skilled Technician	18,600	22,592
6. Leasing Manager	43,600	86,000
7. Property Specialist	15,900	22,550
8. Facilities Coordinator	22,950	31,500
9. Facilities Manager	54,500	81,950
10. Property Management Assistant	23,000	43,000
11. Property Engineer	25,300	36,500

Sales

Role Titles	Lower-mid range	Upper-mid range
1. Sales Executive	18,600	27,640
2. Sales Representative	16,776	27,210
3. Sales Associate	14,900	20,100
4. Sales Manager	39,500	66,500
5. Account Manager	28,000	66,000
6. Business Development Manager	46,000	92,000
7. Sales Engineer	20,900	36,500
8. Sales Officer	20,100	33,000
9. Account Executive	20,100	32,600
10. Field Sales Representative	15,300	23,480
11. Sales Supervisor	21,500	33,000
12. Business Development Officer	25,900	41,500
13. Sales Specialist	20,100	35,000
14. Sales Coordinator	17,480	21,500
15. Sales Account Executive	19,500	30,400
16. Sales Consultant	18,130	22,900
17. Key Account Manager	36,500	66,000
18. Sales Staff	15,600	20,100
19. Bancassurance Sales Executive	17,200	21,500
20. Sales Agent	16,500	21,500

Figures listed are from Jobstreet advertised salary data in PHP based on monthly full-time salaries, which typically fall between the lower-mid and upper-mid range.

Science & Technology

Role Titles	Lower-mid range	Upper-mid range
1. Research And Development Specialist	21,500	31,200
2. Data Scientist	69,000	142,900
3. Laboratory Analyst	18,139	22,800
4. Laboratory Technician	18,070	23,500

Trades & Services

Role Titles	Lower-mid range	Upper-mid range
1. Technician	16,300	21,500
2. Electrician	16,600	20,575
3. Air Conditioning Technician	17,200	21,020
4. Maintenance Technician	16,600	20,600
5. Mechanic	14,300	21,500
6. Security Officer	25,800	28,600
7. Baker	17,900	20,100
8. Multi Skilled Technician	18,600	21,500
9. Service Technician	17,600	20,800
10. Maintenance Staff	15,600	19,300
11. Heavy Equipment Mechanic	18,890	24,020
12. Welder	16,392	19,200
13. Utility Worker	14,300	18,600
14. Service Adviser	17,420	25,000
15. Hairstylist	13,810	18,600
16. Field Technician	15,900	18,600
17. Nail Technician	13,810	17,910
18. Aesthetician	17,260	20,500
19. Plumber	17,300	20,570
20. Automotive Technician	17,100	21,500

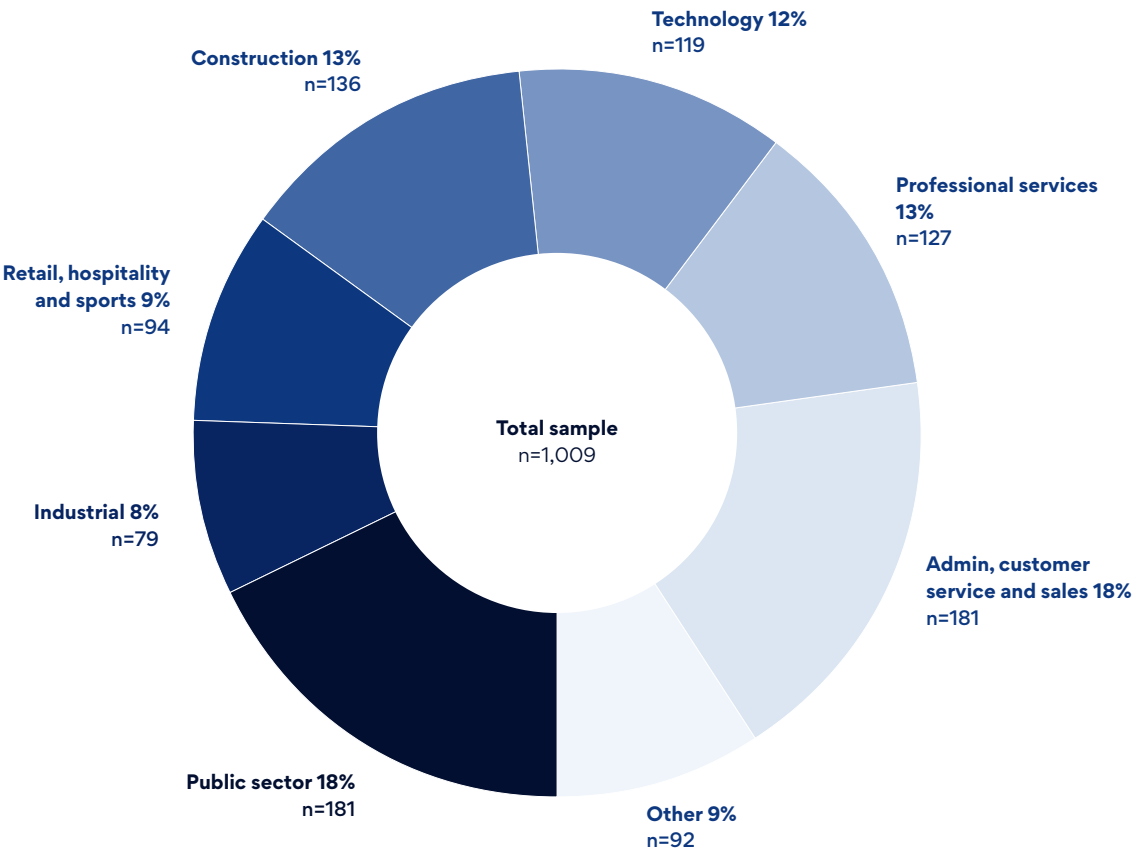
Figures listed are from Jobstreet advertised salary data in PHP based on monthly full-time salaries, which typically fall between the lower-mid and upper-mid range.

Appendix

Industry breakdown

Public sector	Industrial	Retail, hospitality and sports	Construction	Technology	Professional services	Admin, customer service and sales
Education & training (7%)	Manufacturing, transport & logistics (6%)	Retail & consumer products (10%)	Trades & services (2%)	Information & communication technology (10%)	Accounting (3%)	Administration & office support (6%)
Healthcare & medical (6%)	Farming, animals & conservation (1%)	Hospitality & tourism (2%)	Construction (6%)	Science & technology (2%)	Banking & financial services (3%)	Call centre & customer service (7%)
Government & defence (4%)	Resources & energy (1%)	Sport & recreation (1%)	Engineering (4%)		Consulting & strategy (0.4%)	Sales & business development (4%)
Community services & development (1%)			Design & architecture (1%)		Advertising, arts & media (2%)	Real estate & property (1%)
					Legal (1%)	
					Marketing & communications (1%)	
					Insurance & superannuation (0.4%)	
					Human resources & recruitment (1%)	

Industry sample size



*Note figures may exceed 100% due to rounding.

This study is part of SEEK's Voice of the Customer program. Through our research work we listen and empathise, we synthesise and share, and we influence and act.

By distilling our candidate and hirer insights we can tell a story about what's most important to our customers, empowering us to make a meaningful impact.

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