



# Job Outlook Report 2022



**The Rise to Recovery**

# Content

<b>Job Outlook Report 2022</b>	<b><u>1-2</u></b>
<b>Overview: The Philippines Job Outlook 2022</b>	<b><u>3-5</u></b>
<ul style="list-style-type: none"><li>Modest Recovery Amidst Adversity</li><li>Philippines' Lockdown Timeline</li></ul>	
<b>Job Supply in the Philippines</b>	<b><u>6-10</u></b>
<ul style="list-style-type: none"><li>Top 10 Industries by Job Ads Volume</li><li>Top 10 Industries with Increases in Job Ads</li><li>Top 10 Specialisations by Job Ads Volume</li><li>Top 10 Specialisations with Increases in Job Ads</li></ul>	
<b>Job Demand in the Philippines</b>	<b><u>11-15</u></b>
<ul style="list-style-type: none"><li>Top 10 Industries by Job Applications Volume</li><li>Top 10 Industries with Increases in Job Applications</li><li>Top 10 Specialisations by Job Applications Volume</li><li>Top 10 Specialisations with Increases in Job Applications</li></ul>	
<b>Industries with Strong Growth and Recovery</b>	<b><u>16-20</u></b>
<b>Industries with Gradual Recovery</b>	<b><u>21-25</u></b>
<b>Industries with Modest Recovery</b>	<b><u>26-30</u></b>
<b>Job Outlook Summary</b>	<b><u>31</u></b>
<b>Let Jobstreet Help You</b>	<b><u>32-36</u></b>

# What's the Future of Employment in the Post-COVID Job Market?

As your **No. 1 Trusted Talent Partner in Asia**, we're pleased to bring you another **incisive guide** of the local job market to maneuver your company to hiring success.

This report details the **supply and demand** of jobs in the Philippines to give you a clear view for your future hiring plans. In a hiring landscape drastically changed by COVID-19, use these **immediately actionable hiring insights** to attract jobseekers.

## This report will help you:

- ★ Allocate your **hiring resources** more **effectively**
- ★ Understand **job market sentiment** better
- ★ Have a **better picture** of the supply and demand of jobs in your industry, allowing you to draw out an **optimised remuneration scheme**



# Job Outlook Report 2022 - Scope & Methodology

## How Is It Derived?

### ★ Period of Analysis

The period of analysis for this report is **2021**, comparisons are drawn with **2020** or the previous quarter or month.

### ★ Data Analysis

Only **job ads** and **applications data** for **full-time positions** from **selected industries** and **specialisations** were used to determine the trend of job supply and demand.

### ★ Data Source

All **job ads** and **applications data** are from **full time job ads** extracted from JobStreet's internal database.





# Overview: Philippines Job Outlook 2022

We use 2 most important markers, **job ads posted** and **job applications** to measure the supply and demand of jobs across different **industries** and **specialisations** in the Philippines.

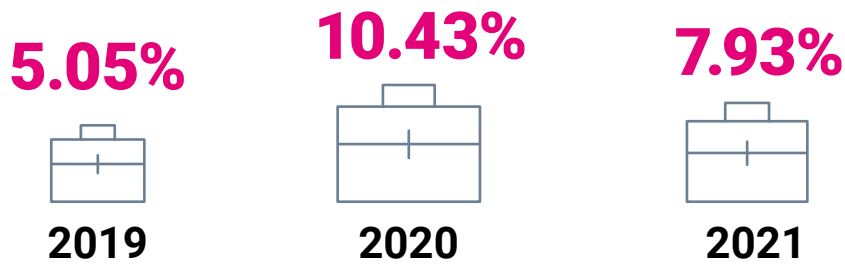
## Key findings & insights:

- ★ The unemployment rate has shown a slow recovery with the contraction of the economy.
- ★ Job vacancies are affected by Covid-19.

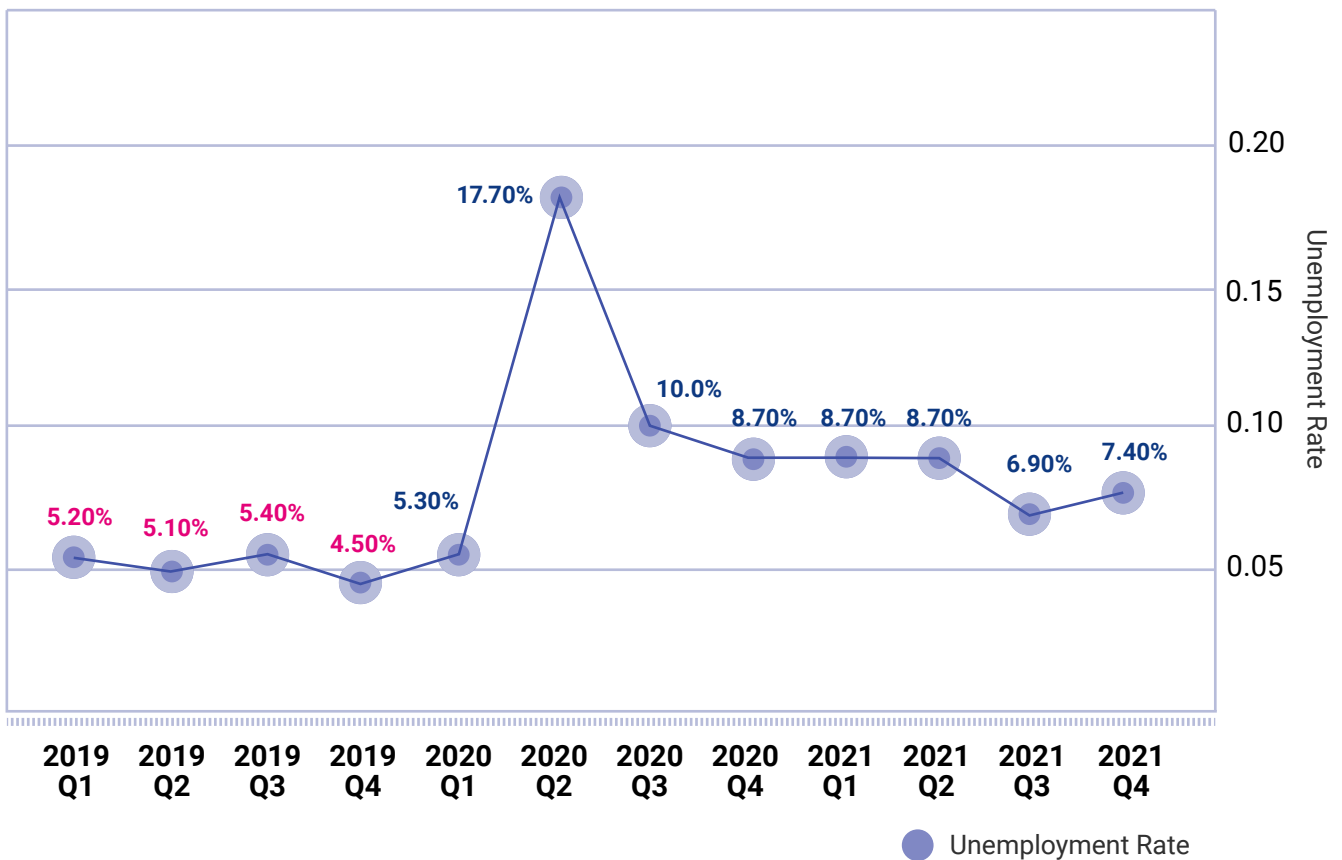


# Modest Recovery Amidst Adversity

## Average Unemployment Rate

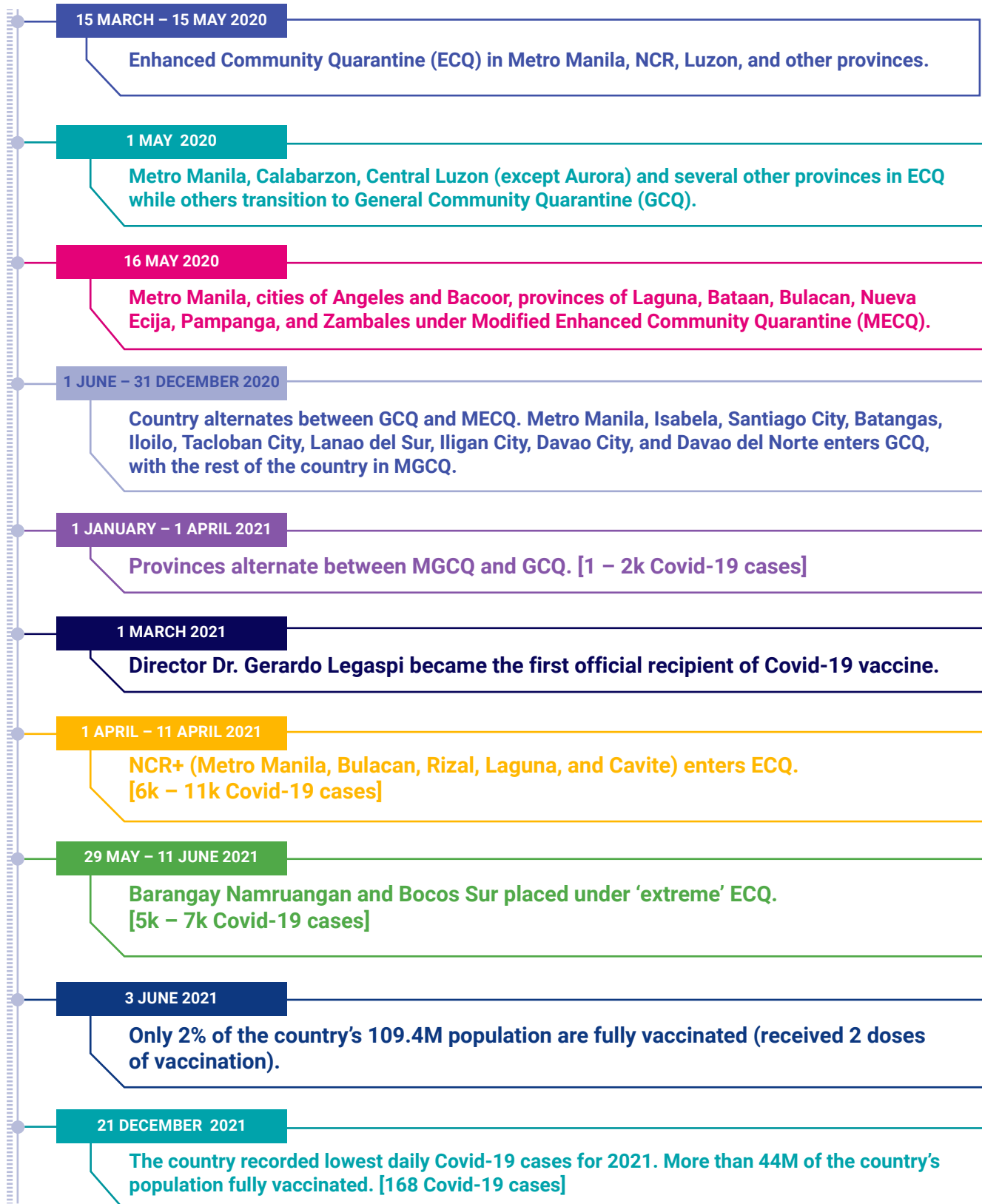


## Unemployment rate in the Philippines



While job vacancies have increased on JobStreet’s platform, the **economy contraction** from COVID-19 in 2020 has affected **job vacancies** and **unemployment rates** in the Philippines.

# Philippines' Lockdown Timeline



# Job Supply in the Philippines

Total number of job ads in 2021: **861.2k**

## Top Industry By:

Job Ads Volume:



Call Center /  
IT-enabled Service/ BPO

Job Ads Increase:



Computer & IT

## Top Specialization By:

Job Ads Volume:



Services

Job Ads Increase:

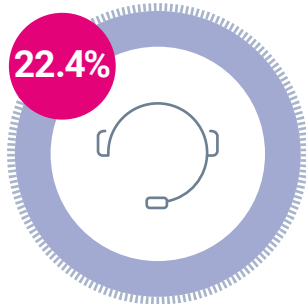


Computer & IT

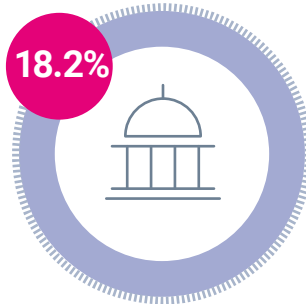




# Top 10 Industries by Job Ads Volume



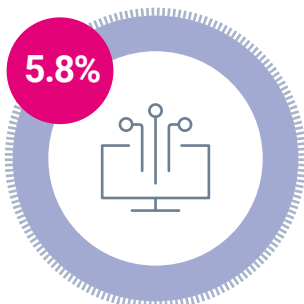
**Call Center /  
IT-enabled Service/ BPO**  
192.9k



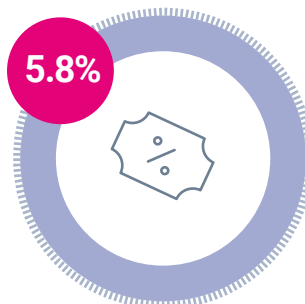
**Public Service**  
156.9k



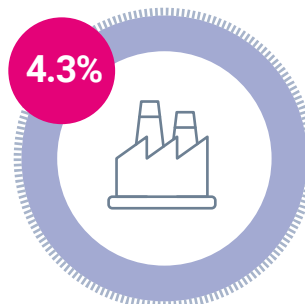
**Education**  
87.1k



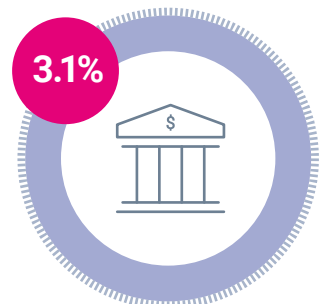
**Computer / IT**  
50.2k



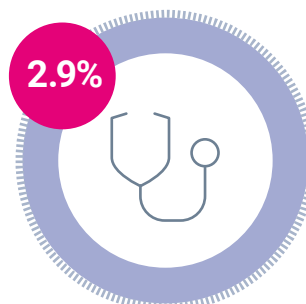
**Retail & Trade**  
49.8k



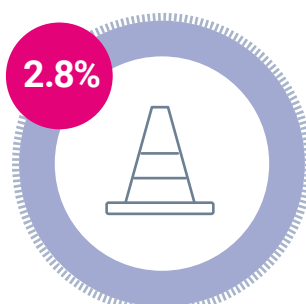
**Manufacturing**  
36.9k



**Banking & Finance**  
27.1k



**Healthcare**  
25.1k

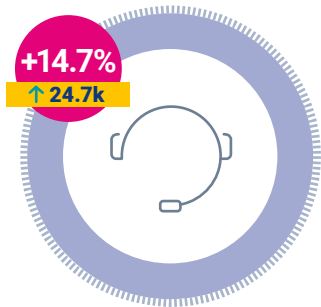


**Construction & Building**  
24.5k

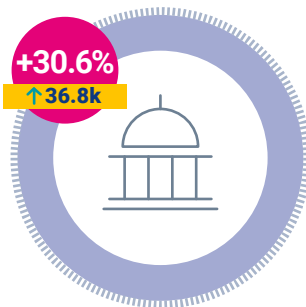


**Property &  
Real Estate**  
19.4k

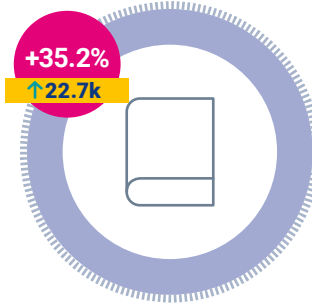
# Top 10 Industries with Increases in Job Ads



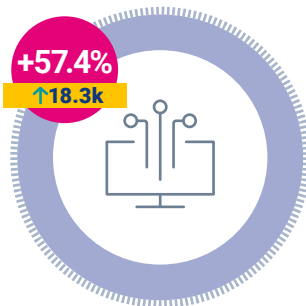
**Call Center/  
IT-Enabled Service/ BPO**  
192.9k



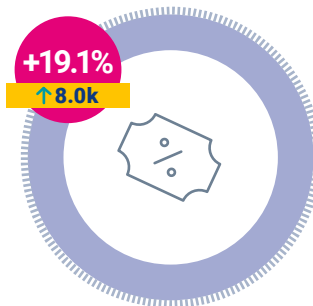
**Public Service**  
156.9k



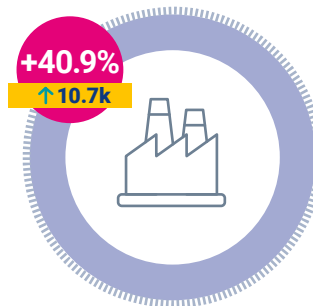
**Education**  
87.1k



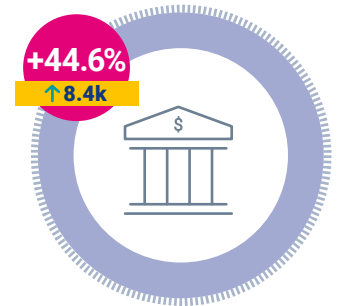
**Computer / IT**  
50.2k



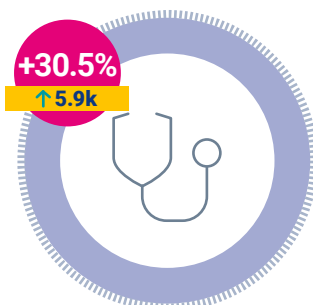
**Retail & Trade**  
49.8k



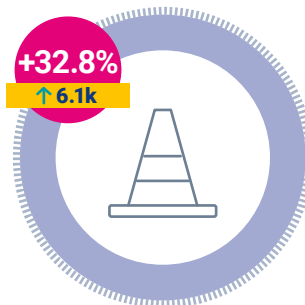
**Manufacturing**  
36.9k



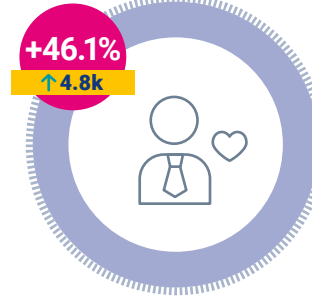
**Banking  
& Finance**  
27.1k



**Healthcare**  
25.1k

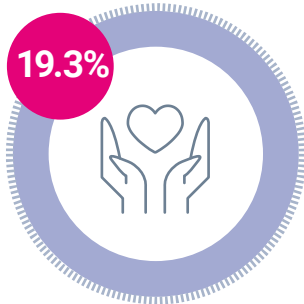


**Construction & Building**  
24.5k

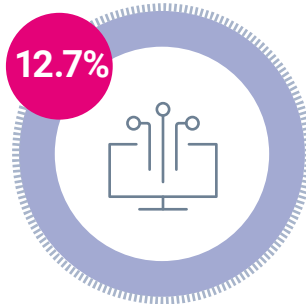


**Consulting**  
15.1k

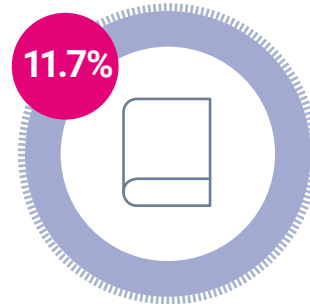
# Top 10 Specializations by Job Ads Volume



**Services**  
166.2k



**Computer & IT**  
109.9k



**Education & Training**  
100.9k



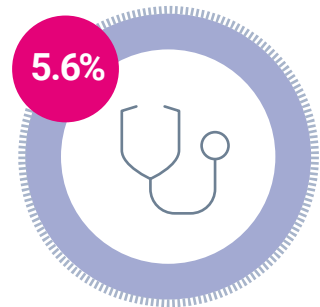
**Admin / HR**  
96.6k



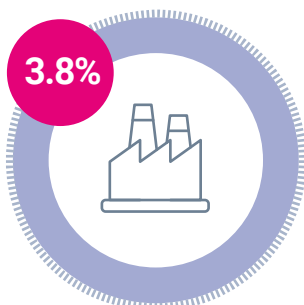
**Sales & Marketing**  
91.3k



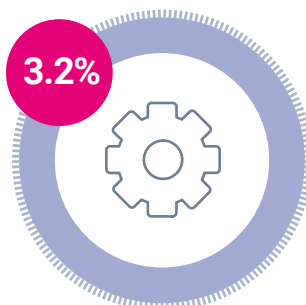
**Accounting & Finance**  
87k



**Healthcare**  
48.5k



**Manufacturing**  
33.1k

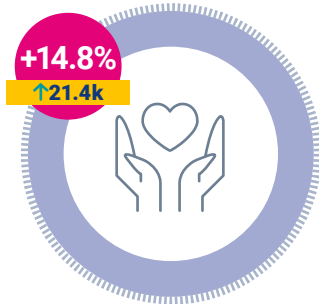


**Engineering**  
27.7k

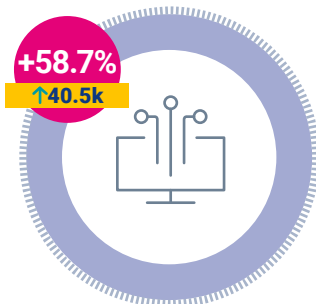


**Building & Construction**  
24.6k

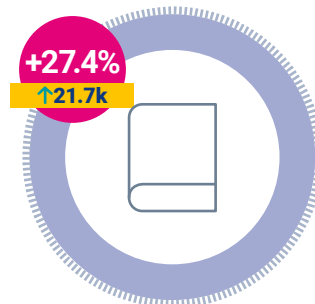
# Top 10 Specializations with Increases in Job Ads



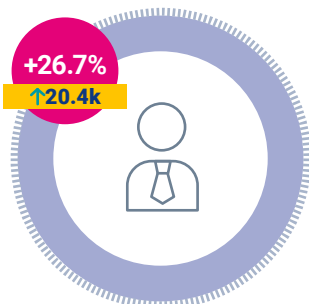
**Services**  
166.2k



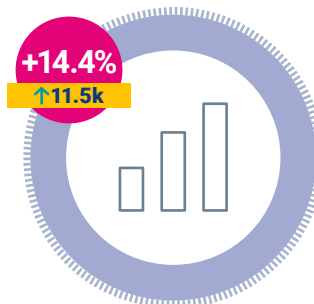
**Computer & IT**  
109.4k



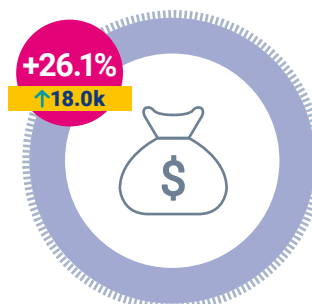
**Education & Training**  
100.9k



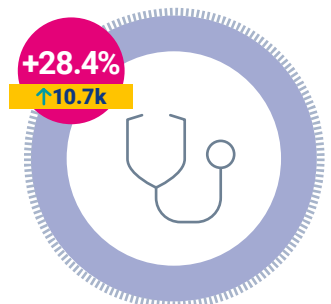
**Admin & HR**  
96.6k



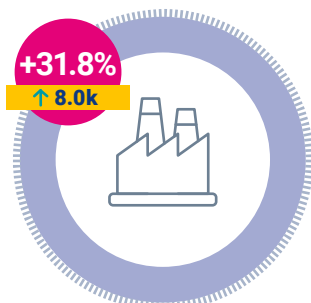
**Sales & Marketing**  
91.3k



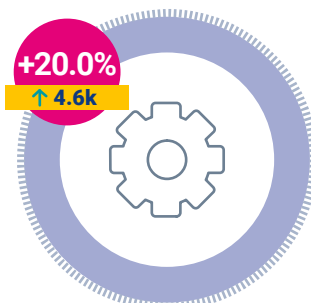
**Accounting & Finance**  
87.0k



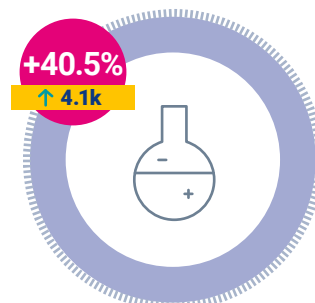
**Healthcare**  
48.5k



**Manufacturing**  
33.1k



**Engineering**  
27.7k



**Science**  
14.2k



# Job Demand in the Philippines

Total number of job applications in 2021: **115.3M**

## Top Industry By:

Job Applications Volume:



Call Center /  
IT-enabled Service / BPO

Job Applications Increase:



Food & Beverage

## Top Specialization By:

Job Applications Volume:



Admin/HR

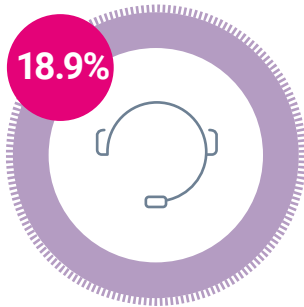
Job Applications Increase:



Hotel & Restaurant



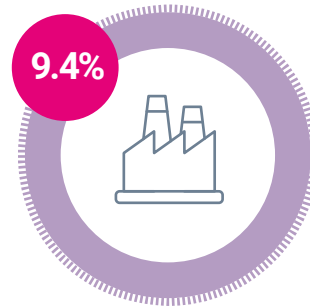
# Top 10 Industries by Job Applications Volume



**Call Center /  
IT-Enabled Service/ BPO**  
21.8M



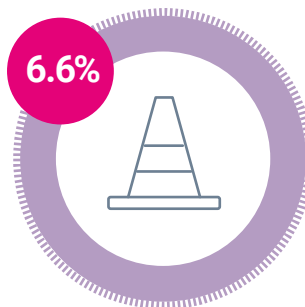
**Retail & Trade**  
14.1M



**Manufacturing**  
10.9M



**Banking & Finance**  
8.2M



**Construction &  
Building**  
7.6M



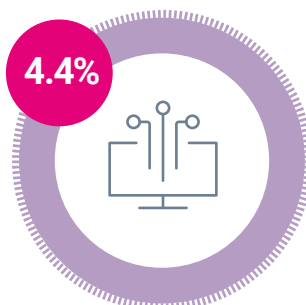
**Property &  
Real Estate**  
7.5M



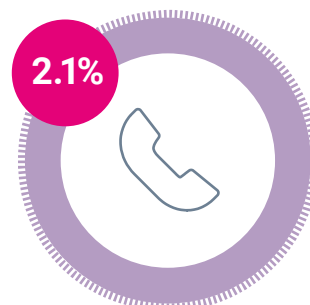
**Food & Beverage**  
5.3M



**Transportation**  
5.3M

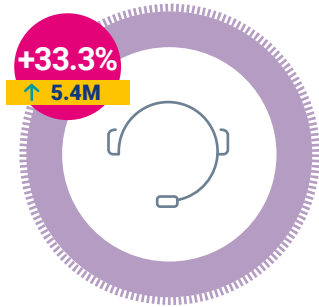


**Computer & IT**  
5.1M

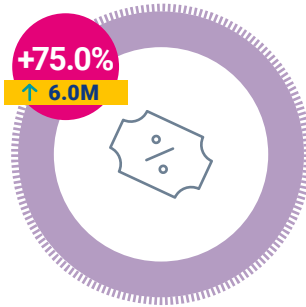


**Telecommunication**  
2.5M

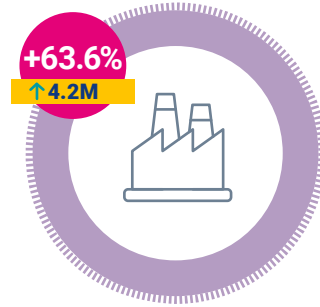
# Top 10 Industries with Increases in Job Applications



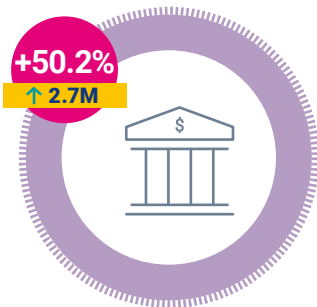
**Call Center /  
IT-enabled Service / BPO**  
21.8M



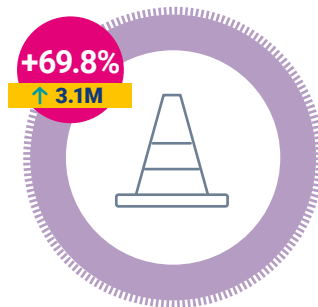
**Retail & Trade**  
14M



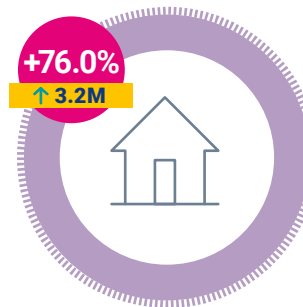
**Manufacturing**  
10.8M



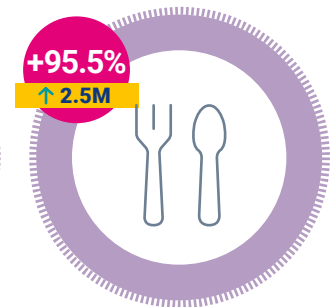
**Banking  
& Finance**  
8.1M



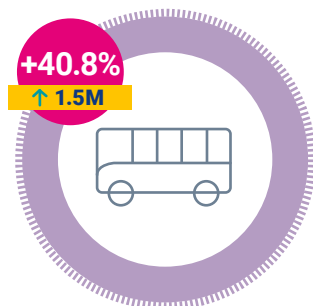
**Construction &  
Building**  
7.6M



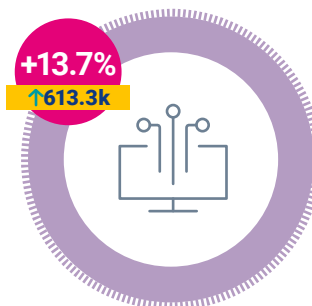
**Property &  
Real Estate**  
7.5M



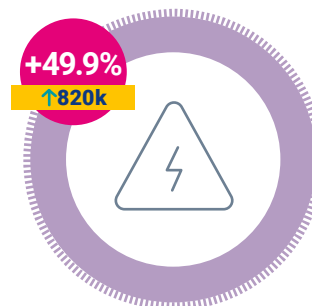
**Food & Beverage**  
5.3M



**Transportation**  
5.2M



**Computer / IT**  
5.0M

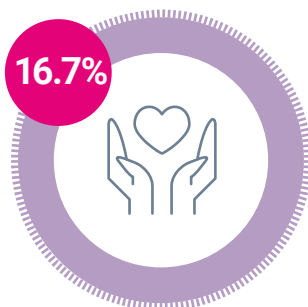


**Electrical /  
Electronics**  
2.4M

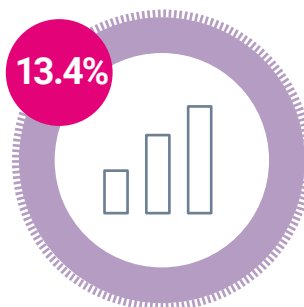
# Top 10 Specializations by Job Applications Volume



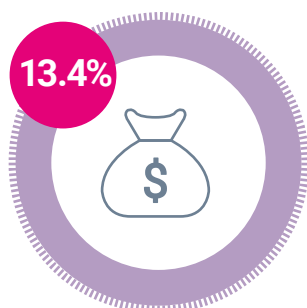
**Admin/HR**  
23.1M



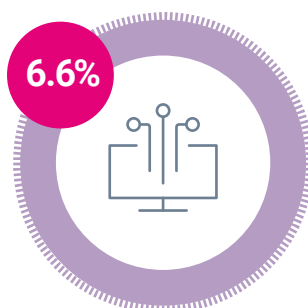
**Services**  
19.2M



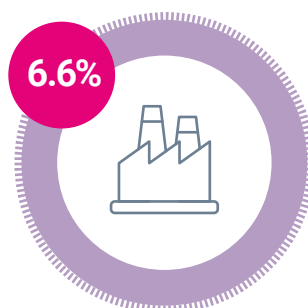
**Sales & Marketing**  
15.4M



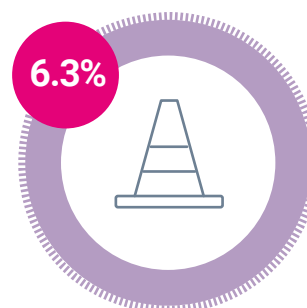
**Accounting & Finance**  
15.4M



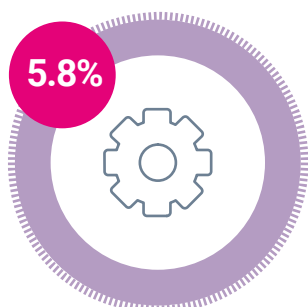
**Computer & IT**  
7.6M



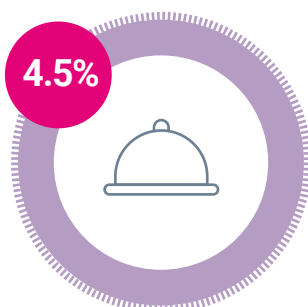
**Manufacturing**  
7.6M



**Building & Construction**  
7.2M



**Engineering**  
6.6M



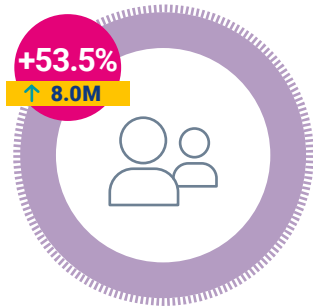
**Hotel & Restaurant**  
5.2M



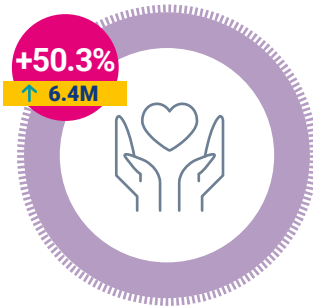
**Arts / Media / Communications**  
1.6M



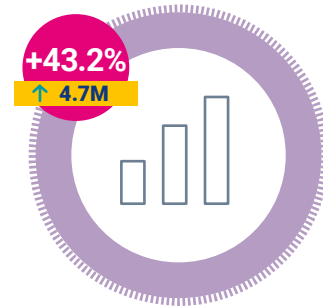
# Top 10 Specializations with Increases in Job Applications



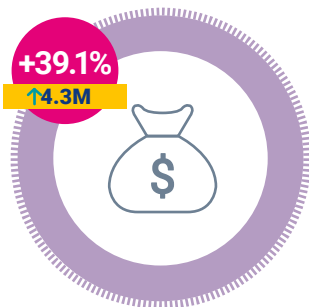
**Admin & HR**  
23.1M



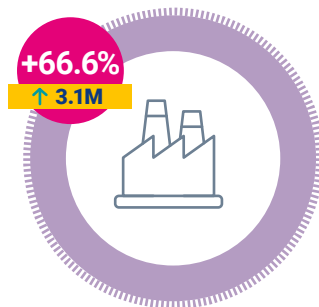
**Services**  
19.2M



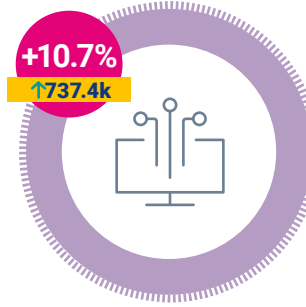
**Sales & Marketing**  
15.4M



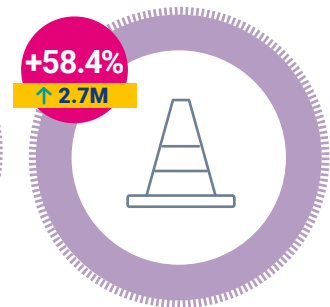
**Accounting / Finance**  
15.4M



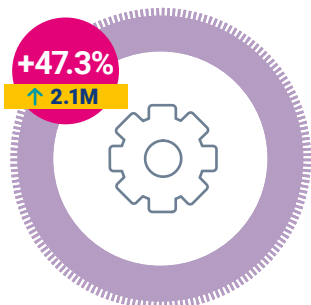
**Manufacturing**  
7.6M



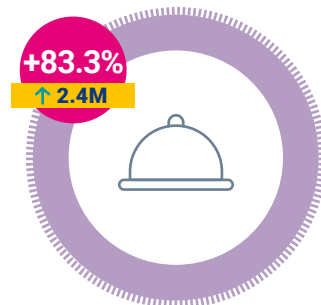
**Computer / IT**  
7.6M



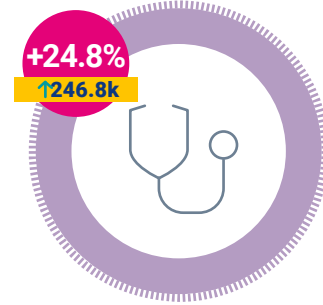
**Building & Construction**  
7.2M



**Engineering**  
6.7M



**Hotel & Restaurant**  
5.2M



**Healthcare**  
1.2M

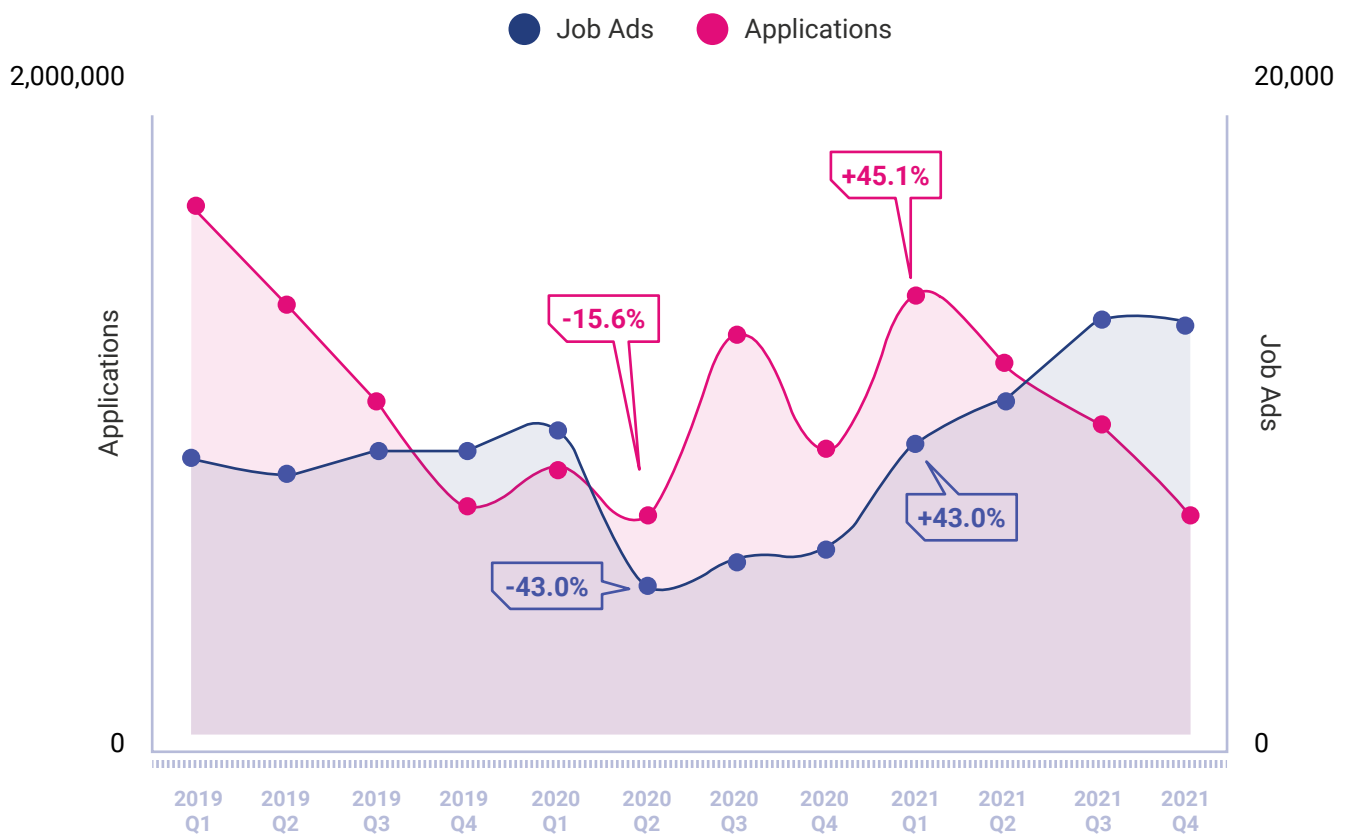
# Industries with Strong Growth and Recovery

We highlight the 4 industries which have recovered to **pre-pandemic levels**. They have recovered strongly because of **digital transformation** and **government initiatives**. The Healthcare and Medical industry is recruiting more people to **cope with the pandemic**.



# Computer & IT (Software)

## Industry trends: Job supply and demand



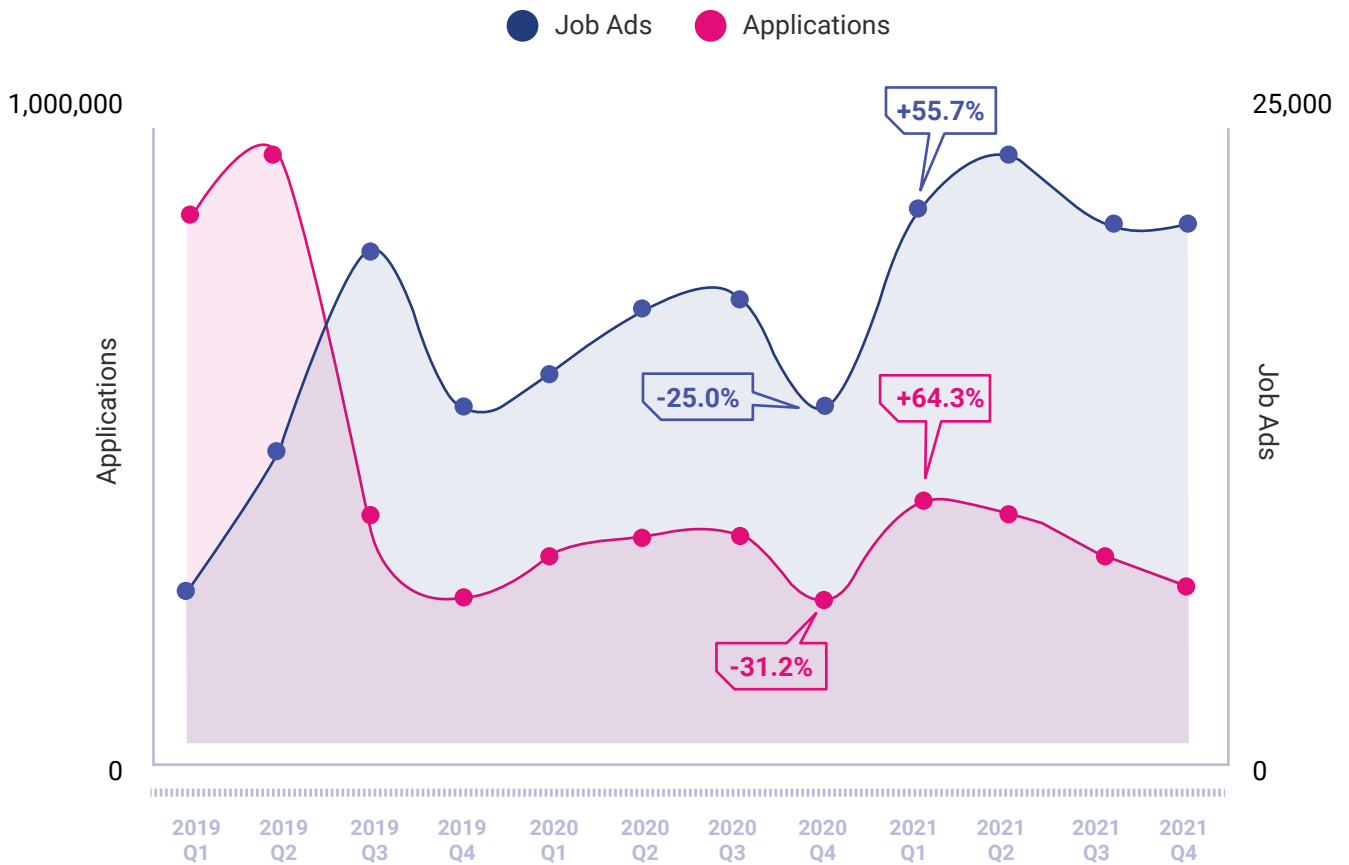
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ The number of ads for **Software Developer-related jobs** increased by 83.3%, making up 25.6% compared to other job titles.
- ★ 64.8% of the job ads were for **Junior Executive positions**.
- ★ Companies of all sizes, sectors, and locations had embraced **digital solutions** because of the pandemic, it accounted for **10% of the sales** of certain businesses.

# Education

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

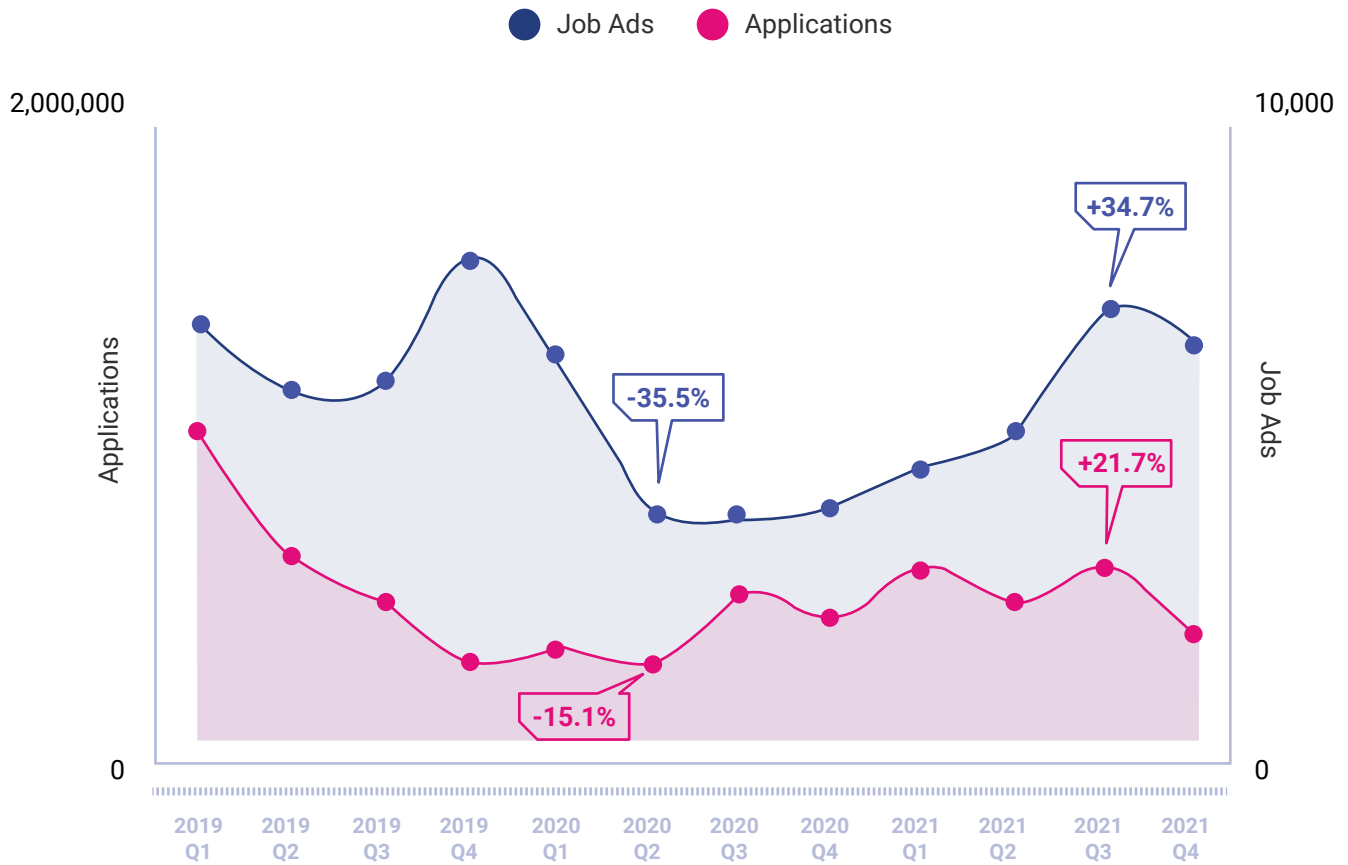
### Industry Insights:

- ★ 97% of the ads were for **Entry-Level** and **Junior Executive** posts.
- ★ 82.6% of the job ads came from companies with **less than 50 employees**.
- ★ In early 2021, teachers conducted their classes with a combination of **printed modules** and materials delivered through **TV, radio, and the internet**.



# Healthcare & Medical

## Industry trends: Job supply and demand



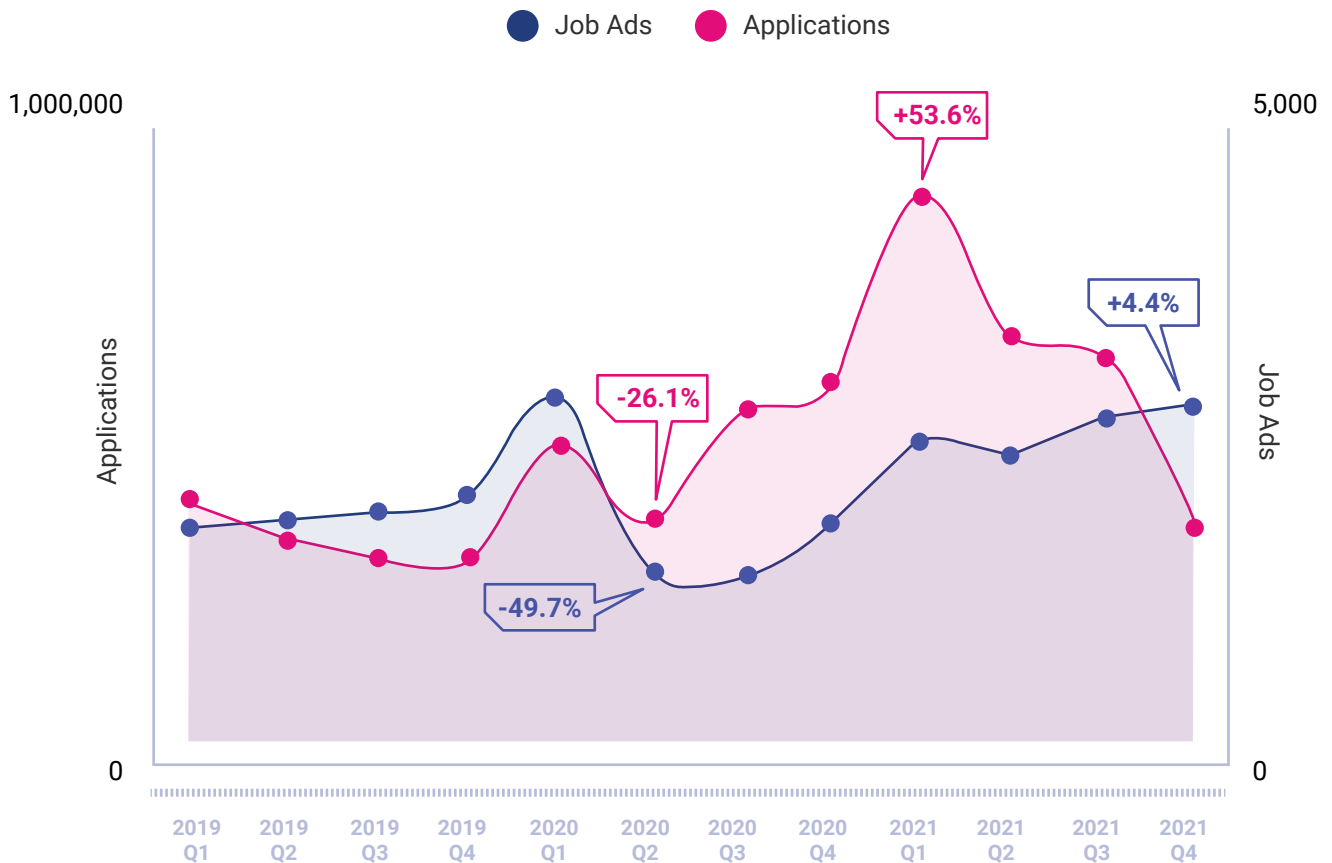
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ Job ads for **nurses** grew the most at 45.2%, making up 18.3% of the total.
- ★ Job ads by companies with **less than 50 employees** increased by 84.7%.
- ★ As the country's health system copes with **rising infection numbers**, the government sought to hire 10,000 additional health workers starting Q3 2020.

# Telecommunication

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ **Junior Executive positions** made up the greatest number of job ads at 52.5%.
- ★ Ads for jobs specializing in **Sales & Marketing** increased the most at 76.0%.
- ★ As companies roll out 5G network services, **growth is predicted** for this sector. The government continues to prioritize this industry by allocating at least US\$270.0 million for infrastructures.

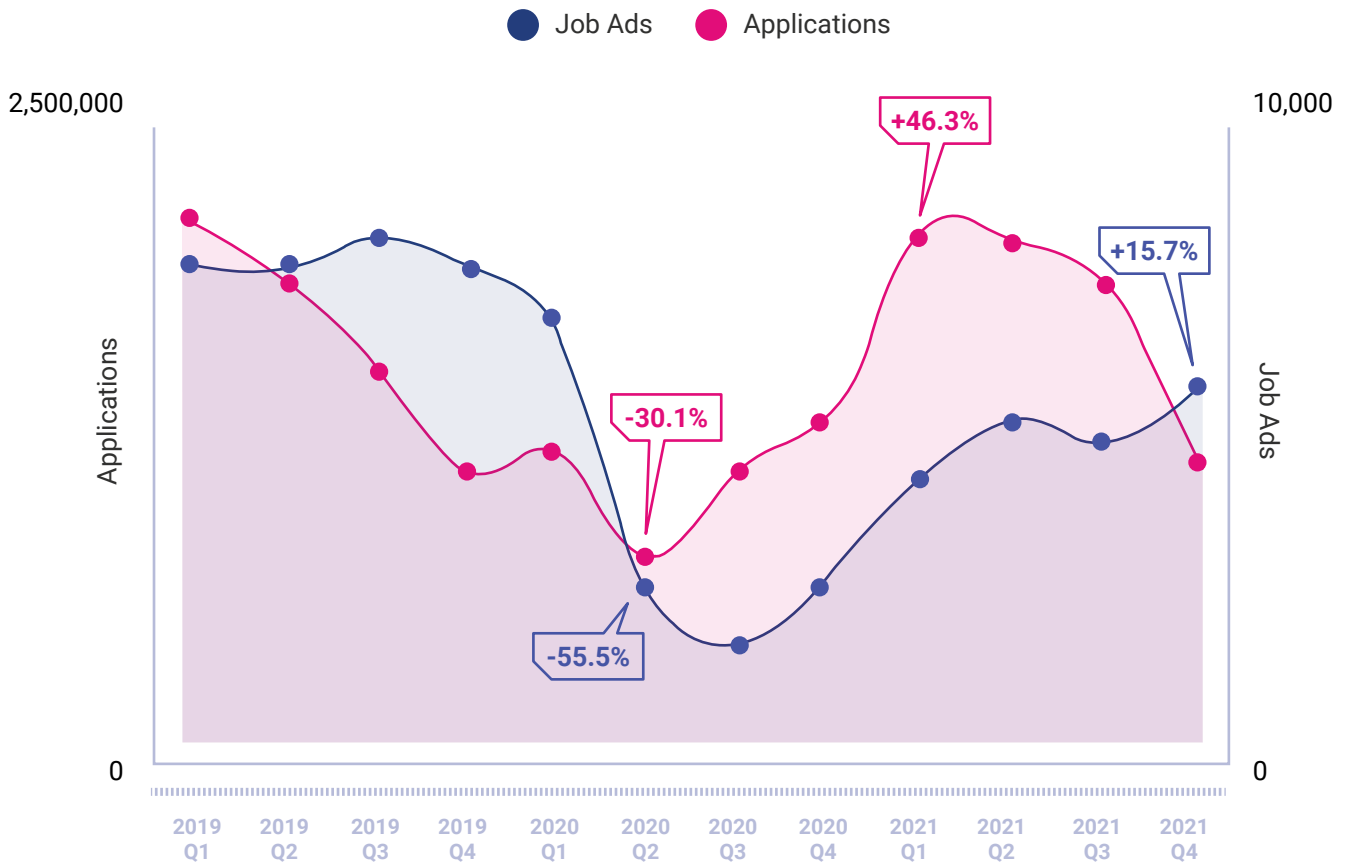
# Industries with Gradual Recovery

We discuss the 4 industries which are recovering steadily from the pandemic. **COVID-19 restrictions and remedial policies** are among the key factors to this growth.



# Banking & Financial Services

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

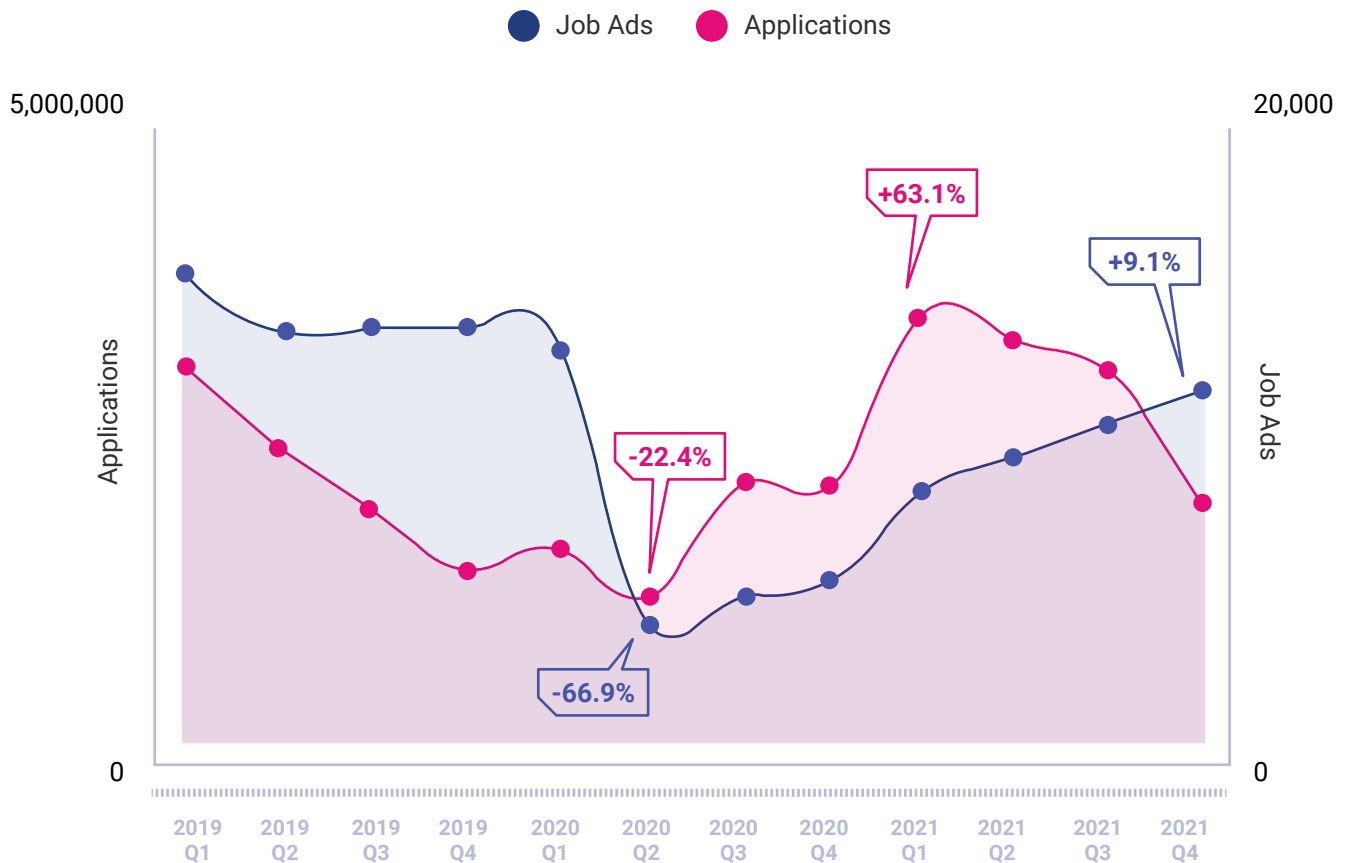
### Industry Insights:

- ★ **Accounting-related jobs** accounted for the most of the ads at 10.8%, registering a 27.7% growth.
- ★ In 2021, the specialization of **Accounting & Finance** accounted for most of the job ads at 55.2%.
- ★ The industry is transforming from the effects of the pandemic. There is a surge in demand for **contactless financial services** due to mobility restrictions.



# Manufacturing & Production

## Industry trends: Job supply and demand



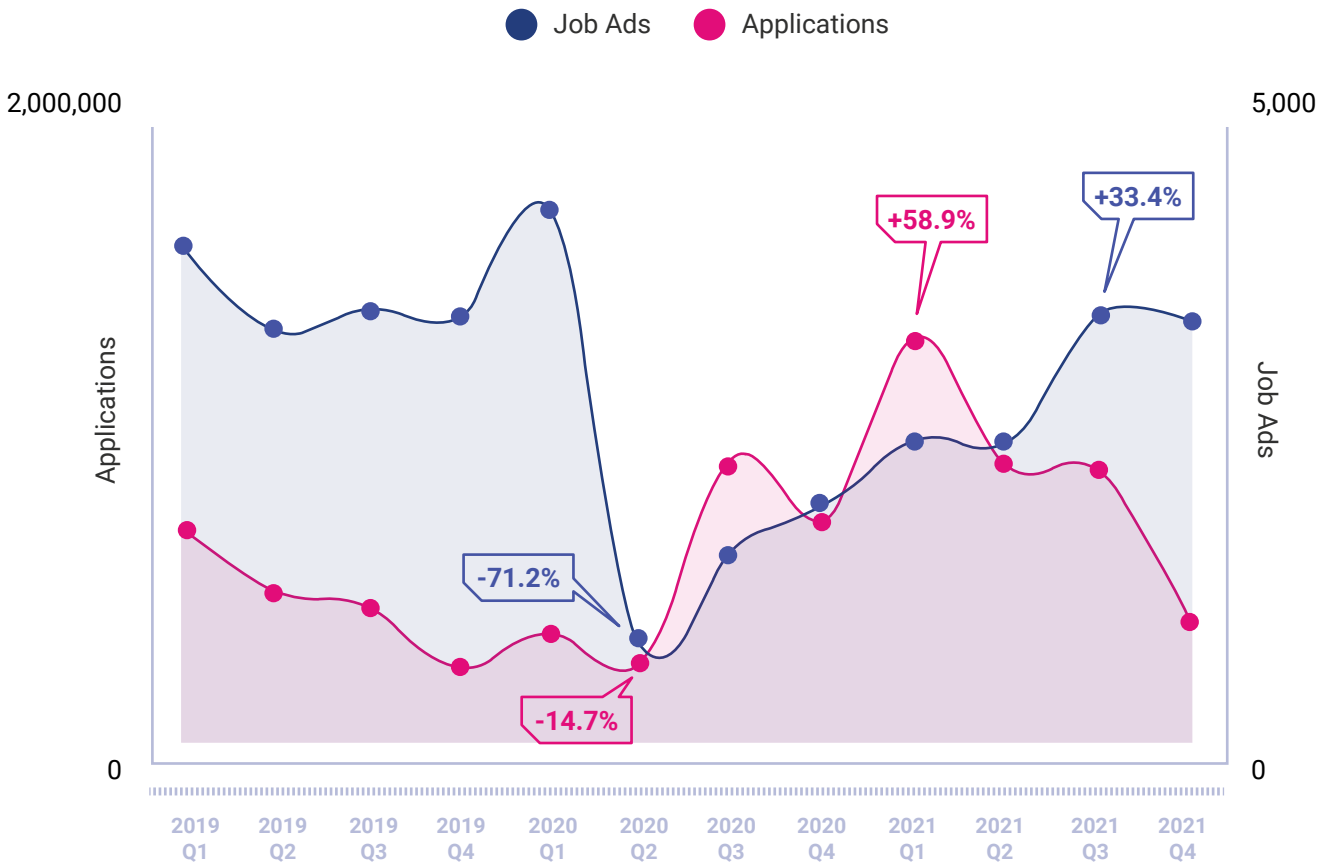
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ 30.3% of total job ads came from **SMEs**.
- ★ Job ads for **Supervisors** increased by 54.7%.
- ★ In mid 2020, the industry contracted further amidst **prolonged lockdowns**, recovery started only in January 2021.

# Transportation & Logistic

## Industry trends: Job supply and demand



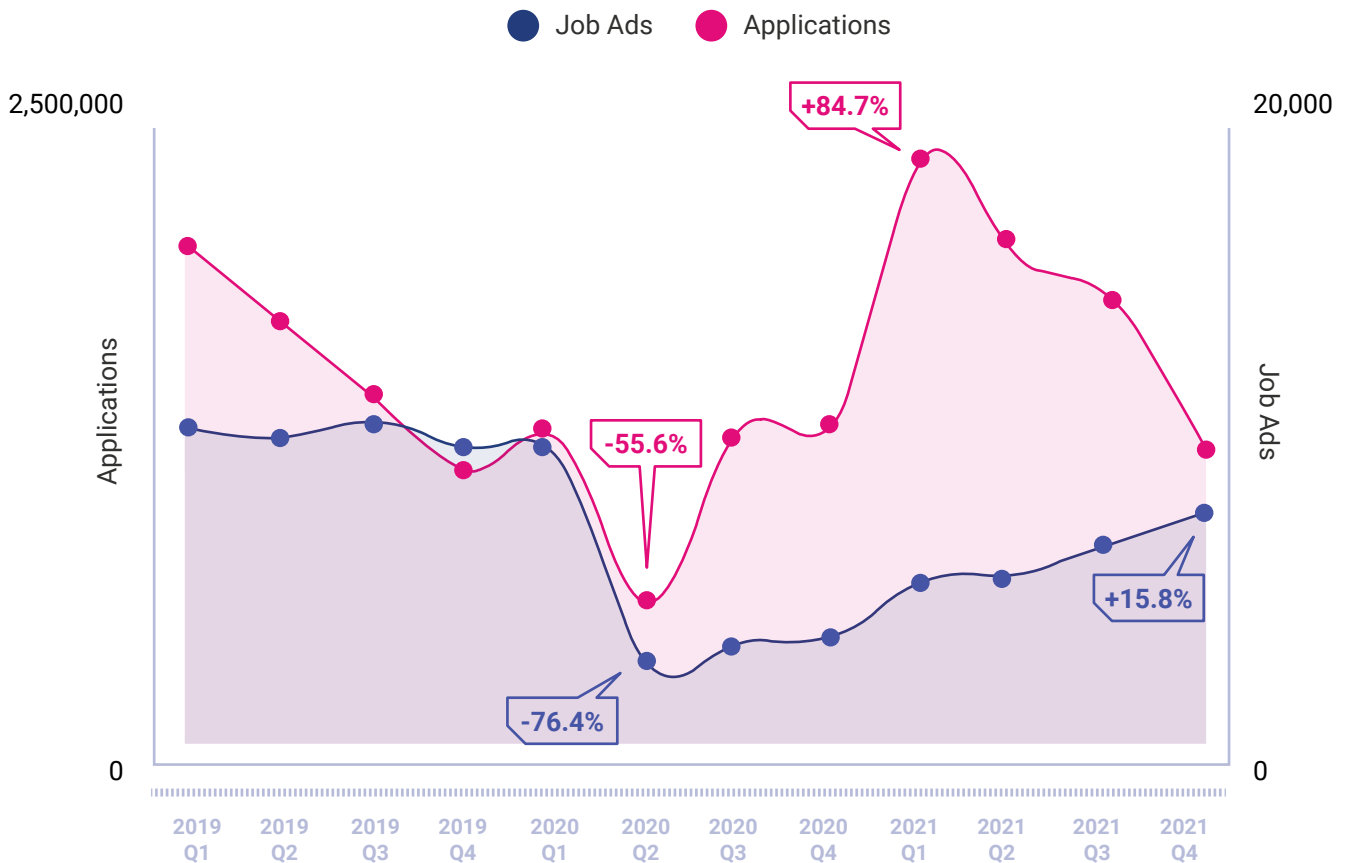
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ 41.7% of applications were for jobs in companies with **more than 5,000 employees**.
- ★ Job ads for **managerial positions** increased by 47.2%.
- ★ In July 2021, **public infrastructure spending increased 39.1%**, achieving the government’s target of raising its spending to at least 5% of GDP.

# Construction, Building & Engineering

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ In 2021, **SMEs** posted 5 times more ads and received 3 times more applications compared to corporates.
- ★ Job ads for **Supervisor roles** increased by 44.6%.
- ★ In 2021, the government granted **P1.3231 trillion** under the 'Build, build, build' program to deliver on its promise of creating infrastructures to improve lives of Filipinos.

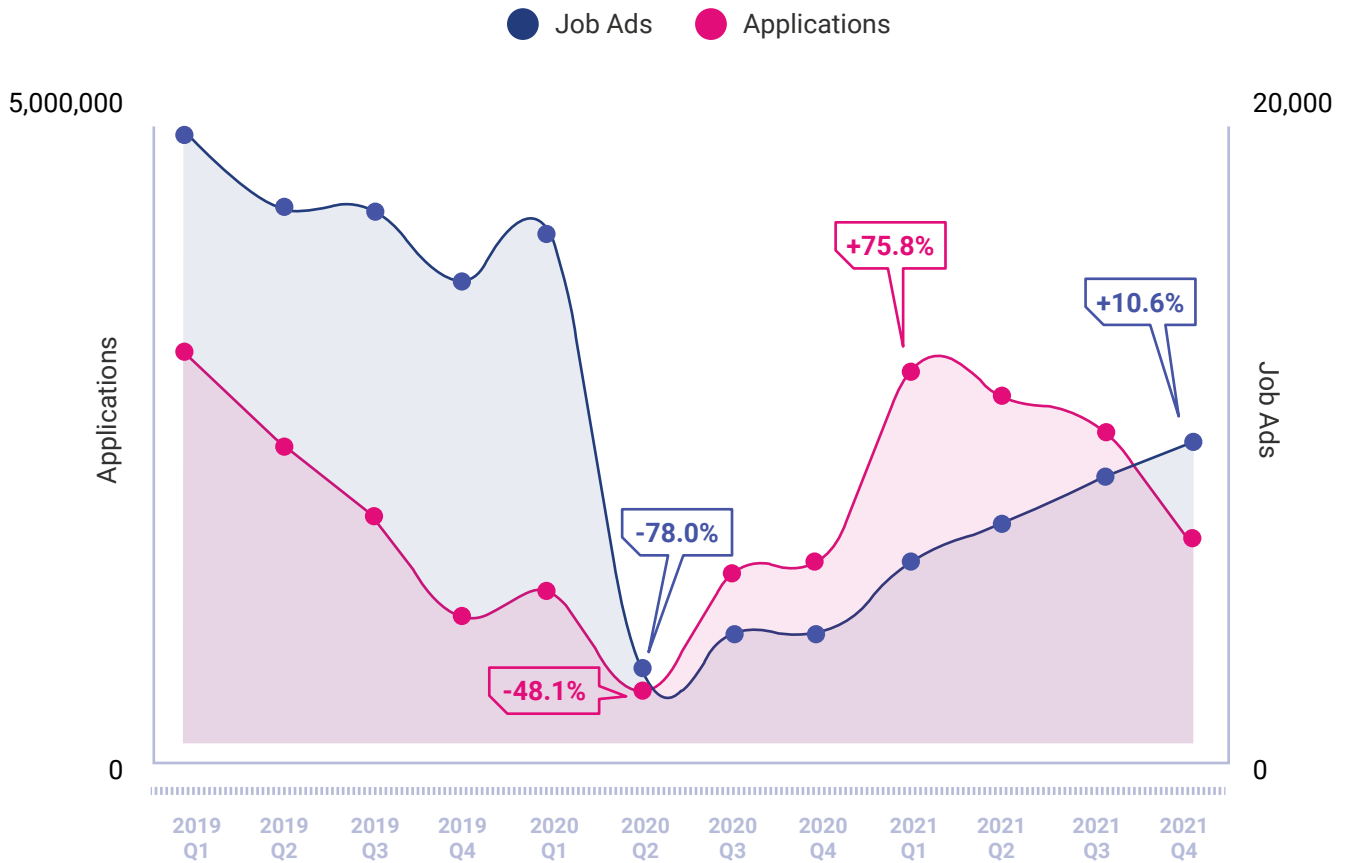
# Industries with Modest Recovery

We take a deeper dive into the 4 industries showing modest recovery. Their core operations have been disrupted due to **tightening regulations**.



# Retail & Merchandise

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

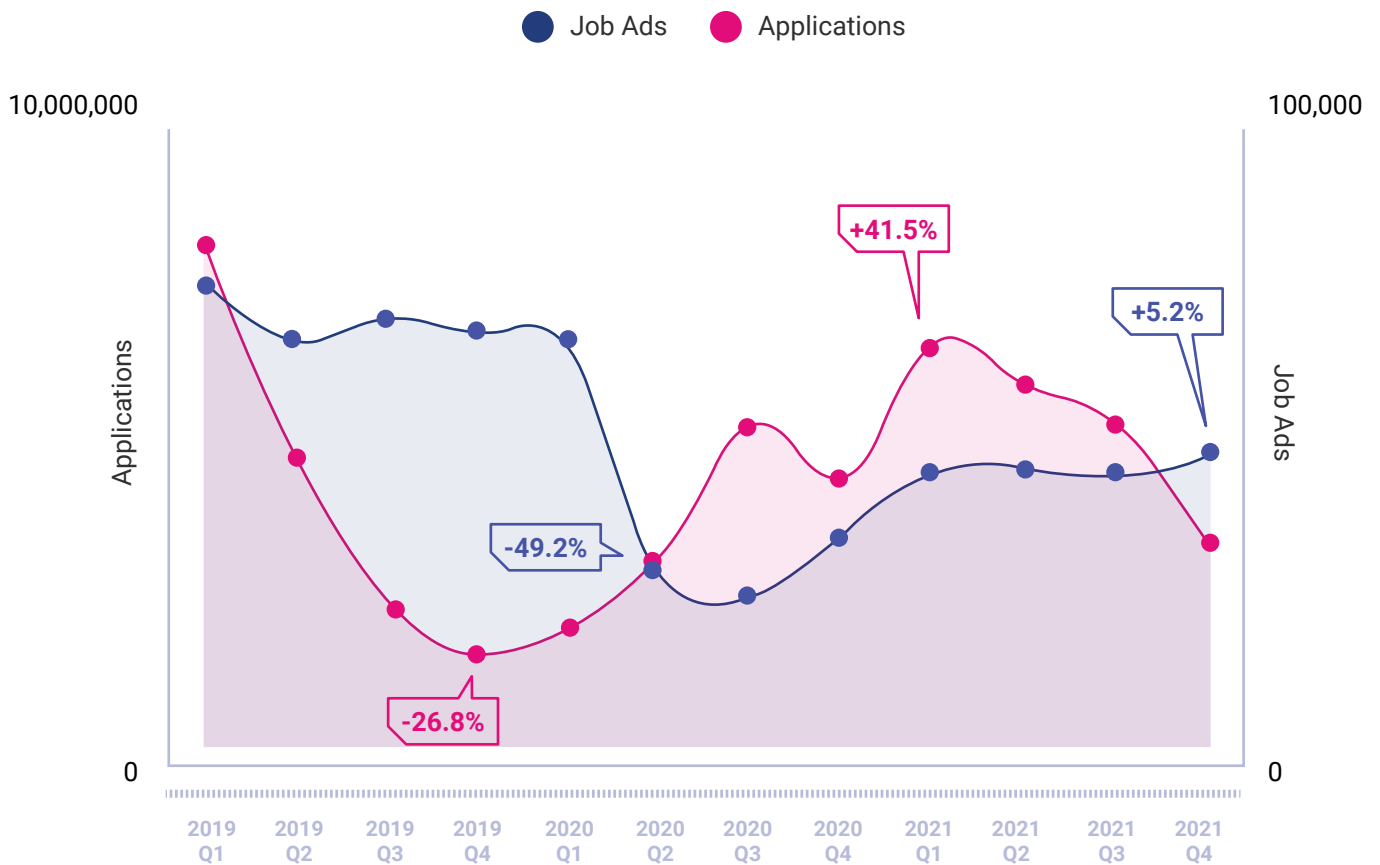
### Industry Insights:

- ★ 40.2% of job ads in the industry came from the **Sales & Marketing specialization**.
- ★ Job ads from companies with a **staff size of 2,001 to 5,000** increased by 108.71%.
- ★ Fashion **e-commerce sites** have taken the **biggest hit** as apparel has become less of priority while people are staying home.



# Call Center, IT-Enabled Services & BPO

## Industry trends: Job supply and demand



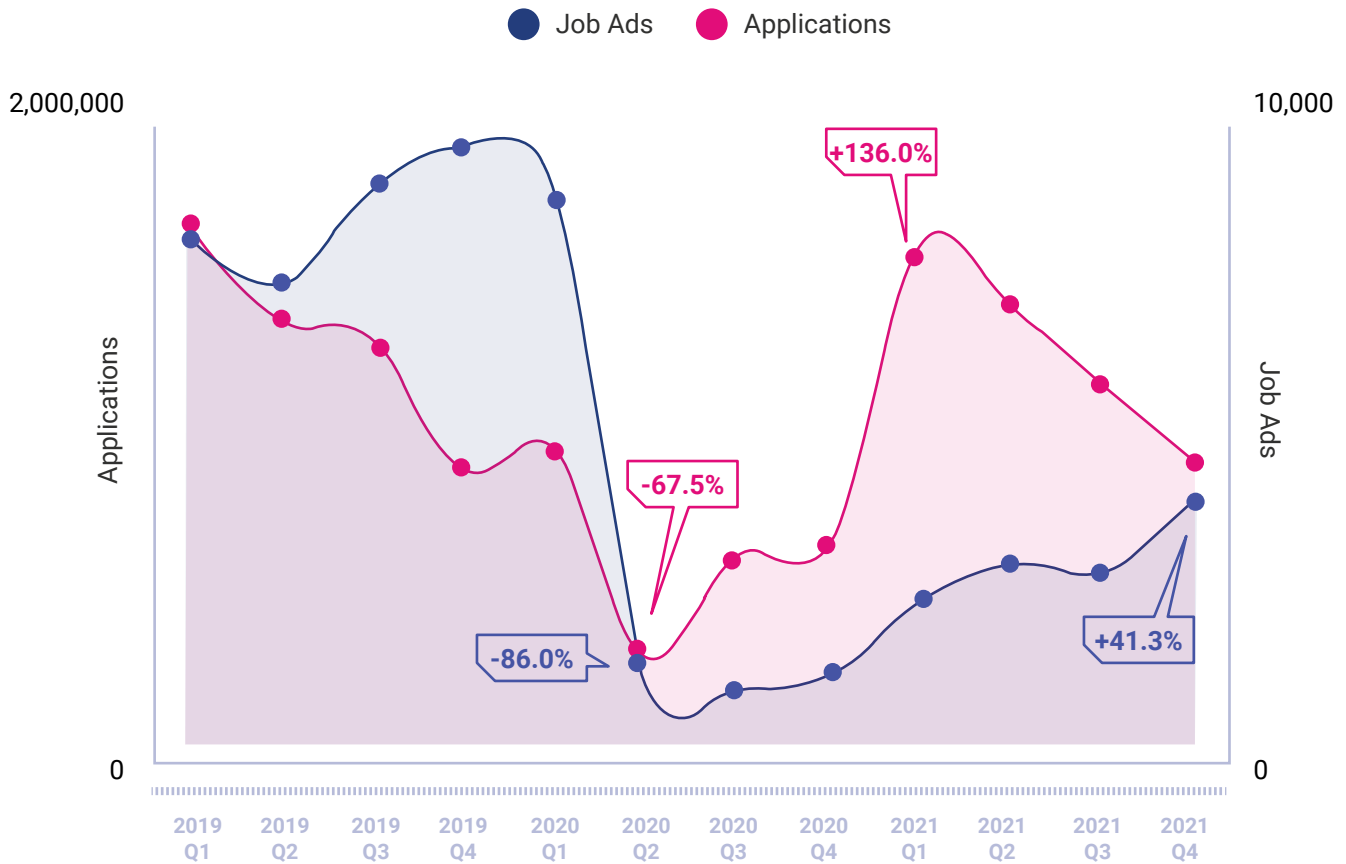
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

## Industry Insights:

- ★ Job ads for **Entry-level positions** had decreased for 2 consecutive years, while **Junior Executive** job ads increased by 48.2% in 2021.
- ★ Ads for jobs specializing in **Computer/IT** increased by 55.6%.
- ★ With the pandemic, **video conferencing solutions** became the more cost-effective way to work. US companies turned to Philippines for their **customer and operation support needs**.

# Food & Beverage, Catering & Restaurant

## Industry trends: Job supply and demand



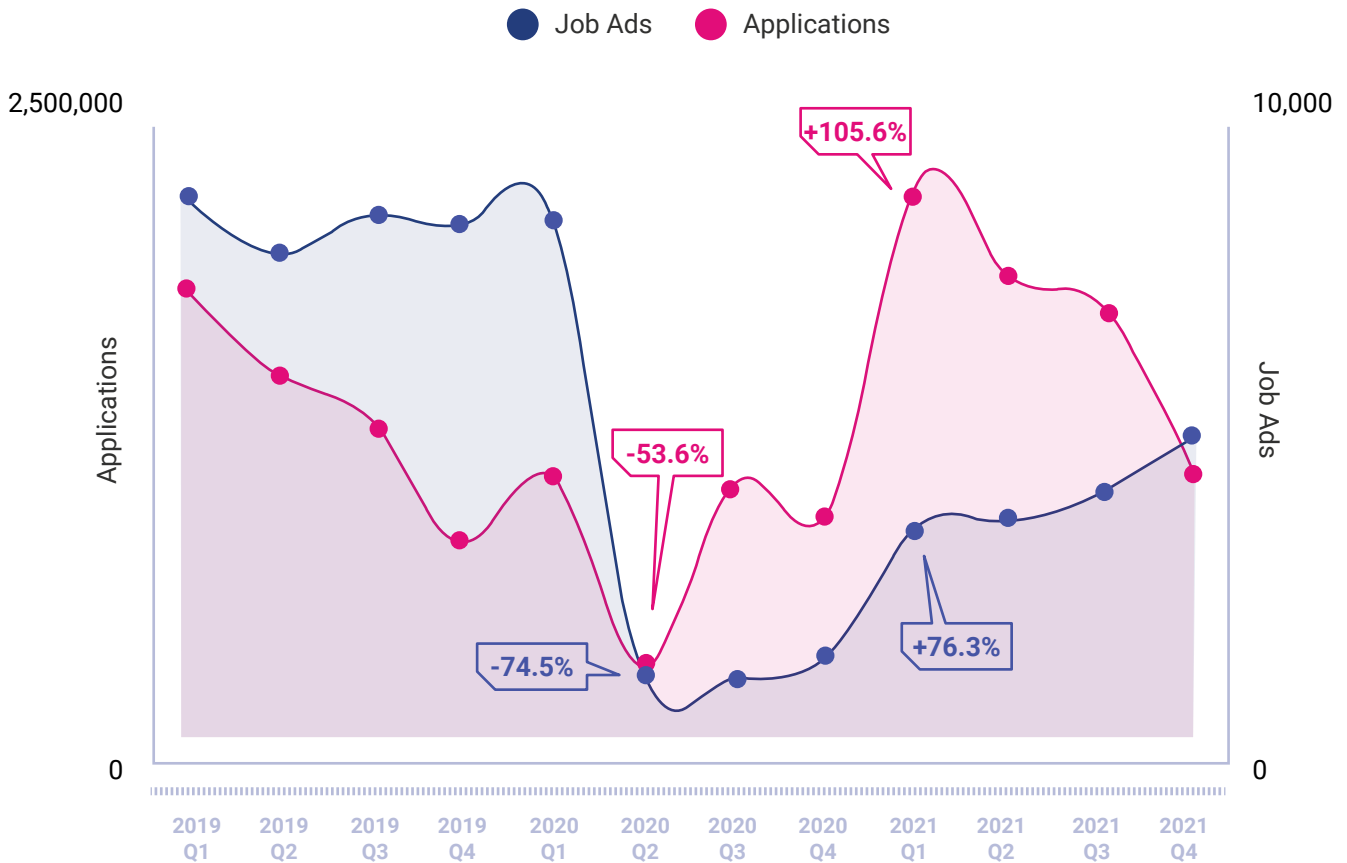
\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ Ads for jobs specializing in **Sales & Marketing** increased by 33.3% in 2021.
- ★ Job ads for **Junior Executive positions** increased by 10.6% in 2021.
- ★ The industry was severely impacted by lockdown measures. However, **growing digital platforms** had a positive impact on online food delivery services.

# Property & Real Estate

## Industry trends: Job supply and demand



\*The percentage represents the quarter-on-quarter (QoQ) changes in job ads or applications

### Industry Insights:

- ★ 47.1% of ads in 2021 are for jobs specializing in **Building & Construction** and **Accounting & Finance**.
- ★ Job ads from companies with a staff size of **less than 50 employees** shown an increase of 35.0% in 2021.
- ★ **Property prices grew 27.1%** year-on-year in Q2 2020, the good performance may be attributed to the attractive payment terms by developers.

# Job Outlook Summary



Hiring activity has **rebounded and surpassed** pre-covid levels for key industries.



Growth in digital initiatives accelerated by the pandemic resulted in **demand surges** for **tech-related talent**.



In 2021, the majority of the industries (45 out of 51) **posted more job ads** as they adapted to the new normal.



# Let JobStreet Help You

## Plan Ahead by Acting Now

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



# Key drivers of attraction for workers in the Philippines

Job Security

Work-Life Balance

Good Relationship with Superiors & Colleagues

Career Development Opportunities

Job security is the most important driver in the Philippines.

As salaries become more competitive on the road to recovery, companies should understand candidates more to maintain and edge over competitors.

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

Source: 2020 BCG/The network proprietary web survey and analysis





## Action Plan #2: Shift the Hiring Paradigm

### Reach Out to Talent Proactively

With **increasing competition** to hire the best talent, **reach out** to them **before your competitors do**. Contact talent with the right skillset directly in our talent database with [Talent Search](#).

### Focus on Employer Branding

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

### Build a Diverse and Inclusive Workplace

Values like **diversity & inclusion** are crucial to build trust from employees and a **stronger culture of belonging**. With the confluence of **differing ideas**, personalities and experiences, diverse and inclusive companies can attract top global talent and have higher employee retention, leading to a virtuous cycle of increasing returns. Learn more from our resources [here](#).



### Action Plan #3: Look Beyond Borders

Top 10 countries that list Philippines as top pick for remote employment:

**Belize, Cuba, Brunei, Palestine, Togo, Canada, Afghanistan, Andorra, Antigua & Barbuda, Argentina**

To remain competitive in the Philippines' **growing tech market**, companies are encouraged to adapt to **new ways of working**.

With **hybrid models of remote work** accelerated in the wake of the pandemic, hirers can look beyond geographical and physical limitations to build a diverse workforce.

Learn more by visiting [Decoding Global Talent report series.](#)

Source: 2020 BCG/The network proprietary web survey and analysis



# Continue Your Journey with Asia's No. 1 Trusted Talent Partner

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

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

**#1** in top-of-mind and placement among talent

**Ranked 1st among job seekers** in the Philippines, the most-search-for-career partner

Over **96 million** page views

**24 minutes** - average time spent per visitor on website

Source: JobStreet internal data (Q3) and jobseeker and Employer Market Survey 2021 by a third-party research agency;

\*JobStreet Internal Data, as of September 2021.



# Learn more with JobStreet on how you can adapt your hiring strategy:

Contact your dedicated account manager or reach out to [corpcare-ph@jobstreet.com](mailto:corpcare-ph@jobstreet.com)

Download other reports from our **Signature Report** series. You can also find similar reports from other countries:

**Singapore**

**Malaysia**

**Indonesia**

**Thailand**

**Hong Kong**

If you are new to JobStreet, start registering with us [here](#).