

Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
C10	Metallic Ore Mining						
1430	Production Supervisors & General Foremen	5,582	16,815	College graduate	82.6	2 years	56.5
2156	Mining Engineers and Metallurgists	6,200	56,801	College graduate	100.0	2 years	41.7
3117	Mining and Metallurgical Engineering Technicians	5,895	14,416	College graduate	45.5	None	45.5
4121	Accounting and Bookkeeping Clerks	4,669	14,416	College graduate	100.0	2 years	41.7
7111	Miners	4,669	8,868	High school graduate	61.5	None	53.9
7112	Shotfirers and Blasters	*	*	Trade school graduate	100.0	2 years	100.0
8111	Mining Plant Operators	5,477	8,868	High school graduate	75.0	None	50.0
8112	Mineral Ore Processing Plant Operators	5,477	8,868	High school graduate	60.0	1 year	40.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,669	10,700	High school graduate	52.9	None	58.8
C11	Non-Metallic Mining and Quarrying						
1430	Production Supervisors & General Foremen	3,130	7,500	College graduate	72.7	2 years	54.6
2156	Mining Engineers	9,000	12,000	College graduate	100.0	3 years	50.0
3117	Mining Engineering Technicians	3,391	5,582	Trade school graduate	100.0	3 years	66.7
4121	Accounting and Bookkeeping Clerks	4,130	9,000	College graduate	78.6	2 years	42.9
7111	Miners and Quarry Workers	3,652	6,390	Trade school graduate	50.0	None	83.3
8111	Mining Plant Operators	3,130	5,465	Trade school graduate	40.0	2 years	60.0
8112	Stone Processing Plant Operators	4,565	6,182	Trade school graduate	57.1	2 years	85.7
8113	Well Drillers and Borers and Related Workers	4,695	4,695	High school graduate	100.0	1 year	100.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,695	5,869	High school graduate	75.0	None	75.0
D15	Manufacture of Food Products and Beverages						
1430	Production Supervisors & General Foremen	3,900	35,000	College graduate	78.4	2 years	32.5
2155	Food Technologists	4,695	30,000	College graduate	94.5	1 year	38.8
3116	Chemical Engineering Technicians	4,173	32,400	College graduate	84.0	1 year	33.6
3152	Quality Inspectors	3,500	22,000	College graduate	74.1	1 year	43.7
4121	Accounting and Bookkeeping Clerks	3,900	20,000	College graduate	94.1	1 year	40.8
4132	Production Clerks	2,869	26,958	College graduate	71.1	None	41.4
741	Food Processing and Related Trades Workers	1,370	10,433	High school graduate	61.7	None	50.5
826	Food and Related Products Machine Operators	3,130	13,694	High school graduate	39.7	1 year	48.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,860	9,417	High school graduate	67.7	None	75.1

* No report.

^a BLES Code (no 1992 PSOC).

¹ Defined as including basic pay and regular/guaranteed cash allowances.

² Refers to educational level which has the highest proportion or percent share of estimated number of establishments reporting the requirement relative to estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

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D17	Manufacture of Textiles						
1430	Production Supervisors & General Foremen	4,500	17,000	College graduate	68.6	2 years	36.3
3152	Quality Inspectors	4,392	10,780	High school graduate	45.5	1 year	35.4
4121	Accounting and Bookkeeping Clerks	3,130	14,500	College graduate	96.9	1 year	35.3
7431	Fiber Preparers	4,186	8,086	High school graduate	93.3	None	48.6
7432	Weavers, Knitters & Related Workers	4,186	8,190	High school graduate	82.3	1 year	52.2
8251	Fiber Preparing, Spinning and Winding Machine Operators	4,434	9,426	High school graduate	78.9	1 year	55.0
8252	Weaving & Knitting Machine Operators	4,186	9,129	High school graduate	74.4	1 year	44.1
8254	Bleaching, Dyeing & Cleaning Machine Operators	4,392	11,590	High school graduate	81.1	None	41.2
8250 ^a	Multi-skilled Production Workers	5,856	6,521	High school graduate	100.0	None	69.6
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,678	7,825	High school graduate	85.5	None	78.9
D18	Manufacture of Wearing Apparel						
1430	Production Supervisors & General Foremen	4,695	15,963	College graduate	51.9	2 years	37.0
3152	Quality Inspectors	2,608	15,000	High school graduate	55.7	1 year	53.3
4121	Accounting and Bookkeeping Clerks	3,391	15,000	College graduate	92.5	1 year	40.0
4132	Production Clerks	2,869	9,000	College graduate	61.6	1 year	47.4
7433	Tailors, Dressmakers and Hatters	3,652	8,607	High school graduate	65.7	1 year	50.8
7434	Textile, Leather and Related Pattern Makers and Cutters	3,391	12,000	High school graduate	64.2	1 year	48.4
7435	Sewers, Embroiderers and Related Workers	2,869	12,000	High school graduate	74.2	1 year	56.5
8253	Sewing Machine Operators	2,608	12,000	High school graduate	71.2	1 year	54.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,347	7,825	High school graduate	74.7	None	75.9
D19	Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear						
1430	Production Supervisors & General Foremen	5,504	12,000	College graduate	49.2	1 year	42.8
3152	Quality Inspectors	4,500	8,900	High school graduate	52.3	1 year	52.7
4121	Accounting and Bookkeeping Clerks	2,700	10,347	College graduate	94.7	1 year	46.7
4132	Production Clerks	3,000	8,400	High school graduate	57.1	1 year	42.1
7441	Tanners	6,182	6,182	High school graduate	100.0	1 year	100.0
7442	Shoemakers and Related Workers	5,373	7,825	High school graduate	80.8	1 year	65.9
8255	Leather Preparing Machine Operators	5,477	7,825	High school graduate	100.0	None	46.6
8256	Shoemaking and Related Machine Operators	2,869	7,825	High school graduate	94.1	1 year	67.8
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,450	8,282	High school graduate	83.3	None	74.6

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D201	Manufacture of Wood and Wood Products except Furniture						
1430	Production Supervisors & General Foremen	4,000	20,000	College graduate	54.5	2 years	30.4
4121	Accounting and Bookkeeping Clerks	4,565	10,520	College graduate	95.2	1 year	49.8
4132	Production Clerks	2,869	7,303	Trade school graduate	40.7	1 year	43.2
7421	Wood Treaters	4,669	7,303	High school graduate	67.6	1 year	75.7
7423	Woodworking-Machine Setters and Setter Operator	4,669	7,825	Trade school graduate	48.4	1 year	59.5
8141	Wood Processing Plant Operators	2,869	7,303	High school graduate	63.3	2 years	41.0
8240	Wood Products Machine Operators	4,669	8,607	High school graduate	60.5	1 year	46.0
8275	Wood and Related Products Assemblers	2,608	7,303	High school graduate	72.8	None	58.0
8270 ^a	Multi-skilled Production Workers	5,217	5,217	High school graduate	100.0	None	100.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,000	7,303	High school graduate	75.0	None	58.8
D21	Manufacture of Paper and Paper Products						
1430	Production Supervisors & General Foremen	3,912	16,150	College graduate	66.6	2 years	34.6
2154	Mechanical Engineers	5,738	20,000	College graduate	100.0	2 years	32.4
3115	Mechanical Engineering Technicians	3,912	11,085	College graduate	51.2	2 years	46.2
4121	Accounting and Bookkeeping Clerks	4,695	12,411	College graduate	96.9	1 year	40.8
4132	Production Clerks	4,710	9,129	College graduate	61.7	1 year	41.6
8142	Paper Pulp Plant Operators	4,434	10,000	High school graduate	45.3	1 year	38.9
8143	Papermaking Plant Operators	3,130	12,500	High school graduate	53.4	None	33.8
8276	Paperboard and Related Products Assemblers	5,738	10,303	High school graduate	68.1	1 year	40.7
8140 ^a	Multi-skilled Production Workers	4,695	7,825	High school graduate	52.2	1 year	47.8
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,652	8,347	High school graduate	81.4	None	74.5
D22 excl. D224	Publishing and Printing						
1430	Production Supervisors & General Foremen	5,217	20,000	College graduate	64.9	2 years	42.8
2154	Mechanical Engineers	5,869	35,000	College graduate	92.3	1 year	42.0
4121	Accounting and Bookkeeping Clerks	4,173	13,000	College graduate	93.3	1 year	40.3
7341	Compositors, Typesetters and Related Workers	4,956	11,000	College graduate	57.1	1 year	40.3
7342	Stereotypers and Electrotypers	5,086	10,120	High school graduate	60.1	None	41.2
7343	Printing Engravers and Etchers	3,521	10,939	High school graduate	39.6	None	26.6
7345	Bookbinders and Related Workers	4,434	10,955	High school graduate	75.7	1 year	45.2
7347	Pressman Letterpress and Related Workers	4,434	13,213	High school graduate	51.4	1 year	37.9
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,695	9,129	High school graduate	82.3	None	54.8

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		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
D23	Manufacture of Coke, Refined Petroleum and Other Fuel Products	b	b	b	b	b	b
D24	Manufacture of Chemicals and Chemical Products						
1430	Production Supervisors & General Foremen	4,956	49,500	College graduate	87.8	2 years	35.8
2155	Chemical Engineers	5,000	30,000	College graduate	98.6	1 year	39.7
3116	Chemical Engineering Technicians	4,669	20,000	College graduate	76.4	1 year	46.0
4121	Accounting and Bookkeeping Clerks	4,500	18,000	College graduate	97.9	1 year	50.1
8151	Crushing, Grinding and Chemical-Mixing Machinery Operators	4,669	10,000	High school graduate	58.9	1 year	39.0
8152	Chemical Heat-Treating Plant Operators	5,000	18,000	Trade school graduate	35.6	None	39.8
8153	Chemical-Filtering & Separating Equipment Operators	5,000	11,640	Trade school graduate	48.6	1 year	45.2
8221	Pharmaceutical and Toiletry Products Machine Operators	5,217	10,000	High school graduate	51.1	None	52.7
8150 ^a	Multi-skilled Production Workers	6,182	8,500	High school graduate	33.2	None	35.8
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,617	9,000	High school graduate	89.6	None	61.5
D251	Manufacture of Rubber Products						
1430	Production Supervisors & General Foremen	3,912	14,042	College graduate	66.4	1 year	63.6
2154	Mechanical Engineers	3,912	12,000	College graduate	79.6	2 years	42.9
2155	Chemical Engineers	7,000	25,000	College graduate	85.8	None	28.5
3116	Chemical Engineering Technicians	3,912	9,000	Trade school graduate	46.7	None	38.4
3152	Quality Inspectors	3,912	9,800	High school graduate	50.3	1 year	47.5
4121	Accounting and Bookkeeping Clerks	3,912	16,200	College graduate	86.8	1 year	35.2
4132	Production Clerks	4,000	13,845	College graduate	62.9	1 year	47.0
8231	Rubber Products Machine Operators	3,508	7,825	High school graduate	79.4	None	57.7
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,869	12,914	High school graduate	82.6	None	75.2
D252	Manufacture of Plastic Products						
1430	Production Supervisors & General Foremen	3,912	32,087	College graduate	68.1	1 year	36.8
2154	Mechanical Engineers	5,217	28,189	College graduate	93.3	2 years	28.5
2155	Chemical Engineers	5,000	13,000	College graduate	93.9	1 year	31.7
3116	Chemical Engineering Technicians	3,912	13,300	College graduate	53.9	1 year	35.8
3152	Quality Inspectors	3,652	17,000	College graduate	46.4	1 year	37.7
4121	Accounting and Bookkeeping Clerks	5,008	16,000	College graduate	93.4	1 year	41.2
4132	Production Clerks	3,652	15,381	College graduate	60.7	None	43.0
8232	Plastic Products Machine Operators	3,391	11,737	High school graduate	69.8	None	43.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,391	9,557	High school graduate	84.4	None	67.1

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^b Excluded due to non-response of large establishments.

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D26	Manufacture of Other Non-Metallic Mineral Products						
1430	Production Supervisors & General Foremen	4,565	24,126	College graduate	69.2	2 years	34.4
2154	Mechanical Engineers	4,695	22,050	College graduate	91.9	1 year	36.5
3152	Quality Inspectors	3,500	19,775	College graduate	54.6	1 year	36.1
4121	Accounting and Bookkeeping Clerks	3,912	20,080	College graduate	97.2	1 year	32.2
4132	Production Clerks	4,695	20,000	College graduate	67.6	1 year	39.5
732	Potters, Glass-Makers and Related Trades	3,130	20,000	High school graduate	75.8	1 year	44.3
813	Glass, Ceramics and Related Plant Operators	4,695	18,258	High school graduate	69.2	None	40.6
8212	Cement and Other Mineral Products Machine Operators	4,695	17,015	High school graduate	47.5	2 years	32.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,000	7,382	High school graduate	70.6	None	76.7
D27	Manufacture of Basic Metals						
1430	Production Supervisors & General Foremen	5,295	22,000	College graduate	79.3	2 years	37.5
4121	Accounting and Bookkeeping Clerks	5,034	12,000	College graduate	97.2	1 year	41.8
7211	Metal Molders and Core Makers	5,008	10,625	High school graduate	63.2	1 year	59.8
7213	Sheet-Metal Workers	5,086	8,825	High school graduate	58.0	1 year	64.7
8121	Ore and Metal Furnace Operators	5,217	8,738	High school graduate	90.6	2 years	42.1
8122	Metal Melters, Casters and Rolling-Mill Operators	5,008	12,300	High school graduate	62.1	None	48.6
8123	Metal Heat Treating Plant Operators	5,217	10,000	High school graduate	36.4	1 year	32.8
8124	Metal Drawers and Extruders	6,182	8,825	Trade school graduate	47.4	None	45.2
8120 ^a	Multi-skilled Production Workers	5,086	5,999	High school graduate	68.8	1 year	62.5
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,573	7,825	High school graduate	74.9	None	74.5
D28	Manufacture of Fabricated Metal Products, Except Machinery and Equipment						
1430	Production Supervisors & General Foremen	5,086	25,000	College graduate	66.8	1 year	33.7
3152	Quality Inspectors	4,825	10,500	College graduate	59.1	1 year	39.6
4121	Accounting and Bookkeeping Clerks	2,800	15,356	College graduate	99.1	1 year	51.9
7212	Welder and Flamecutters	3,130	9,390	High school graduate	50.3	1 year	52.7
7214	Structural Metal Preparers	3,130	7,825	High school graduate	46.4	1 year	48.1
7221	Blacksmiths, Hammersmiths and Forging Press Operators	5,217	8,607	High school graduate	34.2	1 year	45.8
7223	Machine-Tool Setters and Setter-Operators	5,086	9,807	High school graduate	48.3	2 years	42.8
8211	Machine Tool Operators	4,636	11,500	High school graduate	46.5	1 year	46.1
7220 ^a	Multi-skilled Production Workers	6,182	6,182	College graduate	100.0	None	100.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,304	7,825	High school graduate	82.1	None	65.9

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D29	Manufacture of Machinery and Equipment, n.e.c.						
1430	Production Supervisors & General Foremen	4,695	20,520	College graduate	75.2	1 year	31.1
3152	Quality Inspectors	4,695	15,000	College graduate	60.5	1 year	39.3
4121	Accounting and Bookkeeping Clerks	4,695	13,052	College graduate	100.0	1 year	40.9
4132	Production Clerks	3,500	11,248	College graduate	83.1	1 year	47.4
7212	Welder and Flamecutters	4,695	13,500	Trade school graduate	45.5	1 year	49.0
7222	Tool Makers and Related Workers	4,695	9,129	Trade school graduate	46.2	None	30.0
7234	Agricultural or Industrial Machinery Mechanics and Fitters	4,825	9,129	Trade school graduate	75.2	1 year	49.7
8271	Mechanical Machinery Assemblers	4,695	9,129	Trade school graduate	43.4	None	47.2
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,912	9,233	High school graduate	56.7	None	70.8
D31	Manufacture of Electrical Machinery and Apparatus, n.e.c.						
1430	Production Supervisors & General Foremen	5,000	23,200	College graduate	83.9	1 year	37.1
2152	Electrical Engineers	6,521	14,600	College graduate	100.0	2 years	45.1
3113	Electrical Engineering Technicians	4,500	11,600	College graduate	61.2	1 year	37.8
3152	Quality Inspectors	4,511	10,043	High school graduate	42.1	1 year	38.1
4121	Accounting and Bookkeeping Clerks	5,000	15,000	College graduate	95.0	1 year	49.5
4132	Production Clerks	5,217	9,608	College graduate	66.6	None	40.2
7242	Electrical Mechanics and Fitters	5,217	13,042	College graduate	43.7	1 year	56.4
8272	Electrical Equipment Assemblers	4,636	8,500	High school graduate	62.8	None	62.9
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,636	7,303	High school graduate	100.0	None	59.0
D32	Manufacture of Radio, Television and Communication Equipment and Apparatus						
1430	Production Supervisors & General Foremen	5,217	23,868	College graduate	85.7	1 year	30.8
2153	Electronics and Telecommunications Engineers	5,217	23,090	College graduate	98.5	1 year	36.9
3114	Electronics and Telecommunications Engineering Technicians	5,200	12,500	Trade school graduate	51.4	1 year	48.1
3152	Quality Inspectors	4,617	11,000	College graduate	44.6	1 year	44.0
4121	Accounting and Bookkeeping Clerks	5,217	17,690	College graduate	96.3	1 year	44.3
4132	Production Clerks	5,200	11,000	College graduate	52.6	None	55.4
7243	Electronics Fitters	5,856	8,362	College graduate	56.4	1 year	36.2
8273	Electronic Equipment Assemblers	3,912	8,170	High school graduate	65.4	None	83.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,447	7,303	High school graduate	90.2	None	76.5

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D34	Manufacture of Motor Vehicles, Trailers and Semi-Trailers						
1430	Production Supervisors & General Foremen	6,083	31,000	College graduate	73.8	1 year	30.8
2154	Mechanical Engineers	5,738	20,700	College graduate	91.6	1 year	38.7
3115	Mechanical Engineering Technicians	6,083	12,000	College graduate	67.0	None	39.0
3152	Quality Inspectors	5,250	21,000	College graduate	35.4	None	38.6
4121	Accounting and Bookkeeping Clerks	4,956	14,350	College graduate	93.7	1 year	42.6
7213	Sheet-Metal Workers	5,250	8,000	Trade school graduate	55.9	None	42.9
7231	Motor Vehicle Mechanics and Related Trades Workers	4,956	8,504	Trade school graduate	78.3	1 year	46.1
8271	Mechanical Machinery Assemblers	4,956	13,450	High school graduate	51.0	None	57.5
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,619	8,086	High school graduate	78.2	None	77.7
D351	Building and Repairing of Ships and Boats						
1430	Production Supervisors & General Foremen	5,217	12,624	College graduate	58.3	1 year	41.7
2154	Marine Engineers	3,391	11,000	College graduate	100.0	1 year	83.3
3152	Quality Inspectors	4,878	15,000	College graduate	44.4	1 year	33.3
4121	Accounting and Bookkeeping Clerks	4,000	13,000	College graduate	100.0	1 year	40.0
4132	Production Clerks	3,912	6,000	College graduate	75.0	1 year	75.0
7214	Structural Metal Preparers, Erectors and Related Workers	3,391	8,347	Trade school graduate	58.3	1 year	58.3
7215	Riggers and Cable Splicers	4,956	8,347	High school graduate	50.0	1 year	50.0
7233	Marine Crafts Mechanics	4,878	7,303	Trade school graduate	70.0	1 year	50.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,739	5,738	High school graduate	50.0	1 year	80.0
D36	Manufacture and Repair of Furniture						
1430	Production Supervisors & General Foremen	4,695	13,900	College graduate	67.6	2 years	42.9
3152	Quality Inspectors	4,565	11,000	High school graduate	36.8	2 years	41.4
4121	Accounting and Bookkeeping Clerks	4,000	16,000	College graduate	96.9	1 year	47.8
4132	Production Clerks	4,173	8,500	College graduate	64.7	1 year	45.3
7422	Cabinet Makers and Related Workers	3,652	7,877	High school graduate	65.1	1 year	46.3
7424	Rattan, Bamboo and Other Wicker Furniture Workers	2,022	7,303	High school graduate	61.6	1 year	56.0
7436	Upholsterers and Related Workers	3,912	7,888	High school graduate	81.7	1 year	65.6
8240	Wood Products Machine Operators	3,391	10,000	High school graduate	68.2	1 year	49.6
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,608	9,129	High school graduate	60.6	None	76.7

^a BLES Code (no 1992 PSOC).

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Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
E40	Electricity, Gas, Steam and Hot Water Supply						
1430	Production Supervisors & General Foremen	3,339	42,856	College graduate	86.0	2 years	31.4
2152	Electrical Engineers	3,339	42,856	College graduate	98.2	2 years	26.0
3113	Electrical Engineering Technicians	3,339	28,533	College graduate	66.8	None	33.5
4121	Accounting and Bookkeeping Clerks	3,900	32,020	College graduate	96.7	2 years	32.7
4215	Debt Collectors and Related Workers	3,900	28,409	College graduate	66.1	1 year	39.3
4225 ^a	Customer Service Representatives/Associates (in call centers)	4,304	17,710	College graduate	87.2	1 year	36.9
7242	Electrical Mechanics and Fitters	3,078	33,466	Trade school graduate	61.9	1 year	38.1
7246	Lineman, Line Installers and Cable Splicers	3,078	29,092	Trade school graduate	48.1	1 year	36.3
8161	Power-Production Plant Operators	3,078	24,698	College graduate	49.6	1 year	37.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,078	13,798	High school graduate	47.5	None	49.4
E41	Collection, Purification and Distribution of Water						
1430	Production Supervisors & General Foremen	5,082	22,000	College graduate	81.8	1 year	27.8
2151	Civil Engineers	5,082	28,075	College graduate	96.5	1 year	34.9
3112	Civil Engineering Technicians	5,217	11,351	College graduate	52.4	None	50.0
3152	Quality Inspectors	7,269	17,758	College graduate	93.7	1 year	33.0
4121	Accounting and Bookkeeping Clerks	4,500	13,667	College graduate	82.5	1 year	40.0
4215	Debt Collectors and Related Workers	3,590	14,233	College graduate	77.3	1 year	49.3
4225 ^a	Customer Service Representatives/Associates (in call centers)	3,912	18,451	College graduate	58.8	2 years	41.2
7136	Plumbers, Pipe Fitters and Other Related Workers	3,240	12,851	High school graduate	41.0	None	48.1
8163	Water-Treatment and Related Plant Operators	2,874	12,851	High school graduate	43.0	1 year	48.9
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,856	9,000	High school graduate	60.4	None	61.9
F45	Construction						
1430	Production Supervisors & General Foremen	3,260	29,344	College graduate	48.1	2 years	31.8
2151	Civil Engineers	3,800	20,000	College graduate	97.9	1 year	33.7
4121	Accounting and Bookkeeping Clerks	2,300	15,650	College graduate	97.8	1 year	42.5
7122	Masons and Related Concrete Finishers	3,510	14,346	High school graduate	55.4	1 year	47.1
7123	Carpenters and Joiners	3,423	15,000	High school graduate	64.0	1 year	45.8
7136	Plumbers, Pipe Fitters and Other Related Workers	3,130	11,868	High school graduate	57.1	1 year	48.8
7214	Structural Metal Preparers, Erectors and Related Workers	2,608	11,000	High school graduate	49.5	1 year	40.7
7234	Heavy Equipment Mechanics	4,173	14,007	Trade school graduate	52.7	2 years	35.2
7241	Building and Related Electricians	3,652	12,911	Trade school graduate	50.3	1 year	44.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,869	12,650	High school graduate	56.3	None	69.2

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Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
G50 excl.							
G505	Sale, Maintenance & Repair of Motor Vehicles and Motorcycles						
144	Sales Supervisors	4,840	41,956	College graduate	93.4	2 years	38.2
2411	Accountants and Auditors	4,840	30,000	College graduate	93.5	2 years	28.0
3415	Technical and Commercial Sales Representatives	5,008	25,000	College graduate	77.5	1 year	37.9
4121	Accounting and Bookkeeping Clerks	4,000	12,500	College graduate	100.0	1 year	48.3
4131	Stock Clerks	4,643	10,000	College graduate	73.7	1 year	51.3
4211	Cashiers	4,643	18,057	College graduate	92.7	1 year	41.6
5220	Shop Salespersons and Demonstrators	4,643	10,500	College graduate	81.7	1 year	44.2
7231	Motor Vehicle Mechanics and Related Trades Workers	4,512	12,000	Trade school graduate	75.9	1 year	52.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,695	8,785	High school graduate	59.4	None	55.0
G51	Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles						
144	Sales Supervisors	4,695	50,000	College graduate	94.7	2 years	38.1
2411	Accountants and Auditors	4,695	44,000	College graduate	96.8	2 years	37.1
3415	Technical and Commercial Sales Representatives	4,617	20,000	College graduate	95.7	None	36.9
4121	Accounting and Bookkeeping Clerks	4,695	20,000	College graduate	94.4	1 year	38.4
4131	Stock Clerks	3,912	18,000	College graduate	67.0	None	53.0
4211	Cashiers	4,695	21,180	College graduate	92.8	1 year	36.9
4224 ^a	Telemarketers	4,695	17,224	College graduate	95.4	None	38.7
5220	Shop Salespersons and Demonstrators	4,695	19,634	College graduate	75.3	1 year	41.9
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,156	10,000	High school graduate	63.7	None	77.9
G52 excl.							
G526	Retail Trade, Except of Motor Vehicles & Motorcycles						
144	Sales Supervisors	3,521	35,000	College graduate	92.1	1 year	38.9
2411	Accountants and Auditors	2,713	36,000	College graduate	97.3	1 year	35.7
4121	Accounting and Bookkeeping Clerks	3,130	21,000	College graduate	96.3	1 year	45.0
4131	Stock Clerks	2,087	11,780	College graduate	45.3	None	51.7
4211	Cashiers	2,000	15,000	College graduate	60.6	None	48.5
4224 ^a	Telemarketers	3,521	12,000	College graduate	68.7	1 year	46.5
5220	Shop Salespersons and Demonstrators	2,080	15,000	High school graduate	39.5	None	64.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,080	9,500	High school graduate	64.6	None	72.2

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Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
H55	Hotels and Restaurants						
2411	Accountants and Auditors	4,434	22,000	College graduate	95.7	2 years	32.3
4121	Accounting and Bookkeeping Clerks	3,000	17,000	College graduate	95.6	1 year	38.5
4222	Receptionists and Information Clerks	3,000	13,126	College graduate	81.3	1 year	43.3
5120 ^a	Service Crew	2,500	11,000	High school graduate	58.5	None	83.9
5121	Housekeepers and Related Workers	3,104	12,701	High school graduate	37.0	None	42.7
5122	Cooks	2,000	15,000	High school graduate	50.2	1 year	42.4
5123	Waiters, Waitresses and Bartenders	2,500	12,795	High school graduate	43.7	1 year	51.9
9132	Helpers and Cleaners	2,500	12,777	High school graduate	67.8	None	59.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,260	15,590	High school graduate	72.6	None	53.7
I6011	Bus Line Operation						
1421	Road Transport Service Supervisors	5,500	12,000	College graduate	50.7	4 years	24.9
4121	Accounting and Bookkeeping Clerks	3,000	9,500	College graduate	94.9	None	45.7
4133	Transport Clerks	4,747	10,800	High school graduate	53.8	None	32.6
5112	Bus Conductors	3,912	13,738	High school graduate	93.8	None	77.7
5114 ^a	Bus Inspectors	4,538	12,900	High school graduate	60.6	None	31.5
7231	Motor Vehicle Mechanics and Related Trades Workers	3,912	13,042	Trade school graduate	58.0	2 years	29.3
8323	Bus Drivers	3,912	15,738	High school graduate	87.4	4 years	30.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,652	7,303	High school graduate	72.3	None	100.0
I60 excl.							
I6011	Land Transport, except Bus Line Operation; Transport via Pipelines						
1421	Road Transport Service Supervisors	3,652	16,841	College graduate	94.9	2 years	37.0
4121	Accounting and Bookkeeping Clerks	3,652	10,000	College graduate	97.0	1 year	44.4
4133	Transport Clerks	3,500	9,000	College graduate	63.1	1 year	43.1
7231	Motor Vehicle Mechanics and Related Trades Workers	2,713	10,939	High school graduate	44.1	1 year	38.3
8324	Heavy Truck and Lorry Drivers	3,652	11,294	High school graduate	79.7	None	27.0
9333	Freight Handlers	4,000	11,294	High school graduate	46.4	1 year	32.6
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,130	7,955	High school graduate	71.6	None	54.8

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Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
161	Water Transport						
1423	Maritime Transport Service Supervisors	7,303	45,000	College graduate	84.4	2 years	28.6
3141	Ship's Engineers	4,370	50,000	College graduate	83.3	1 year	29.9
3142	Ships' Deck Officers and Pilots	4,370	50,000	College graduate	91.1	2 years	25.3
4121	Accounting and Bookkeeping Clerks	4,410	15,000	College graduate	100.0	1 year	37.3
4133	Transport Clerks	4,370	9,450	College graduate	74.7	2 years	35.4
5111	Travel Attendants and Travel Stewards	4,370	15,650	College graduate	78.6	None	46.4
7233	Marine Crafts Mechanics	4,017	14,500	College graduate	57.1	None	33.3
8340	Ships Deck Crews and Related Workers	2,900	14,866	College graduate	67.7	1 year	50.3
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,000	8,000	High school graduate	54.6	None	72.7
162	Air Transport						
1422	Air Transport Service Supervisors	8,500	20,000	College graduate	100.0	2 years	60.0
3143	Aircraft Pilots, Navigators and Flight Engineers	19,000	55,507	College graduate	80.0	2 years	40.0
4121	Accounting and Bookkeeping Clerks	7,327	8,518	College graduate	100.0	None	60.0
4133	Transport Clerks	7,250	11,500	College graduate	100.0	None	66.7
5111	Travel Attendants and Travel Stewards	7,327	17,000	College graduate	75.0	None	75.0
7232	Aircraft Engine Mechanics and Fitters	7,327	9,500	College graduate	100.0	2 years	50.0
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,912	7,990	High school graduate	100.0	None	100.0
163	Supporting and Auxiliary Transport Activities						
3414	Travel Consultants and Organizers	4,695	16,500	College graduate	100.0	2 years	35.5
3422	Clearing and Forwarding Agents	4,825	10,000	College graduate	81.2	1 year	61.4
4121	Accounting and Bookkeeping Clerks	3,300	13,872	College graduate	97.4	1 year	42.1
4221	Travel Agency Clerks and Related Workers	4,500	10,000	College graduate	100.0	None	53.9
5113	Travel Guides	4,695	4,695	High school graduate	100.0	1 year	100.0
8324	Heavy Truck and Lorry Drivers	2,713	13,000	High school graduate	58.0	1 year	36.9
9333	Freight Handlers	3,275	11,900	High school graduate	61.1	1 year	46.6
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,679	13,812	High school graduate	59.9	None	77.6

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(Non-agricultural establishments employing 50 and over.)

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		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
I64 excl.							
I6411	Postal and Telecommunications Services except National Postal Activities						
1429	Communications Service Supervisors	5,477	65,000	College graduate	91.2	2 years	34.9
2153	Electronics and Telecommunications Engineers	4,500	40,000	College graduate	97.4	1 year	46.2
3114	Electronics and Telecommunications Engineering Technicians	4,242	25,000	College graduate	70.2	1 year	56.4
4112	Telefax/Teleprinters/Telex Clerks	4,500	9,000	College graduate	100.0	None	52.0
4121	Accounting and Bookkeeping Clerks	4,242	20,000	College graduate	95.4	1 year	38.8
4223	Telephone Switchboard Operators	4,500	15,000	College graduate	66.5	None	58.9
4225 ^a	Customer Service Representatives/Associates (in call centers)	4,300	15,742	College graduate	100.0	None	56.1
7245	Telecommunication Equipment Installers and Repairers	2,400	21,000	Trade school graduate	40.7	1 year	37.1
9151	Messengers and Deliverers	3,000	8,304	High school graduate	51.6	None	60.2
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,913	7,000	High school graduate	27.0	None	74.6
J65 excl.							
J6510	Banking Institutions except Central Banking						
2122	Statisticians	12,400	15,400	College graduate	100.0	2 years	56.5
2411	Accountants and Auditors	5,000	39,000	College graduate	96.4	1 year	34.9
2441	Economists	8,185	48,885	College graduate	100.0	None	43.1
3433	Bookkeepers	5,000	30,750	College graduate	100.0	None	62.3
4121	Accounting and Bookkeeping Clerks	4,825	25,750	College graduate	98.3	None	58.9
4122	Statistical and Finance Clerks	5,040	13,439	College graduate	100.0	1 year	43.7
4212	Tellers	4,825	25,700	College graduate	98.7	None	60.6
4225 ^a	Customer Service Representatives/Associates (in call centers)	5,458	20,000	College graduate	100.0	None	39.1
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	5,738	7,600	High school graduate	47.4	None	100.0
J66	Non-Bank Financial Intermediation						
2122	Statisticians	3,392	14,300	College graduate	75.1	1 year	67.7
2411	Accountants and Auditors	3,392	25,000	College graduate	100.0	1 year	45.1
2441	Economists	10,535	10,535	College graduate	100.0	1 year	100.0
3411	Securities and Finance Dealers and Brokers	3,392	8,860	College graduate	84.8	None	60.7
3433	Bookkeepers	7,327	9,318	College graduate	100.0	None	42.8
4121	Accounting and Bookkeeping Clerks	3,392	12,000	College graduate	100.0	1 year	54.6
4122	Statistical and Finance Clerks	3,392	15,754	College graduate	89.8	1 year	49.5
4225 ^a	Customer Service Representatives/Associates	3,392	9,709	College graduate	87.7	None	54.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	3,392	7,825	High school graduate	64.6	None	91.2

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Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
J67	Insurance and Pension Funding except Compulsory Social Security						
2121	Actuaries	7,800	50,000	College graduate	100.0	1 year	50.1
2122	Statisticians	8,000	13,100	College graduate	100.0	2 years	66.7
2132	Computer Programmers	6,160	35,000	College graduate	96.8	1 year	42.0
2411	Accountants and Auditors	6,500	50,000	College graduate	100.0	1 year	32.4
3412	Insurance Representatives	6,200	16,000	College graduate	100.0	1 year	36.6
3417	Appraisers and Valuers	7,100	20,000	College graduate	100.0	None	43.9
4121	Accounting and Bookkeeping Clerks	3,704	12,579	College graduate	100.0	1 year	43.5
4122	Statistical and Finance Clerks	6,600	18,895	College graduate	100.0	1 year	46.2
4225 ^a	Customer Service Representatives/Associates (in call centers)	4,250	16,000	College graduate	100.0	None	45.3
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,120	8,750	High school graduate	40.1	None	40.1
K72	Computer and Related Activities						
2131	Systems Analysts and Designers	8,000	83,467	College graduate	100.0	None	42.8
2132	Computer Programmers	7,000	22,000	College graduate	96.6	None	30.3
2139	Computer Engineers	6,000	29,000	College graduate	100.0	1 year	34.2
2153	Electronics and Telecommunications Engineers	9,750	16,000	College graduate	100.0	3 years	42.2
3114	Electronics and Telecommunications Engineering Technicians	8,000	10,438	College graduate	100.0	2 years	63.9
3121	Computer Assistants	5,738	16,500	College graduate	70.3	1 year	44.5
3122	Computer Equipment Operators	6,000	10,790	College graduate	89.7	None	51.4
4113	Data Entry Operators	5,425	11,000	College graduate	77.4	None	59.3
4121	Accounting and Bookkeeping Clerks	6,000	19,000	College graduate	100.0	1 year	40.5
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	6,000	7,280	High school graduate	100.0	1 year	66.7
K7412	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy						
2411	Accountants and Auditors	7,650	10,000	College graduate	100.0	None	84.2
3433	Bookkeepers	8,550	10,000	College graduate	100.0	1 year	66.7
4113	Data Entry Operators	8,000	8,000	College graduate	100.0	1 year	100.0
4121	Accounting and Bookkeeping Clerks	6,500	12,220	College graduate	100.0	1 year	33.9

^a BLES Code (no 1992 PSOC).

¹ Defined as including basic pay and regular/guaranteed cash allowances.

² Refers to educational level which has the highest proportion or percent share of estimated number of establishments reporting the requirement relative to estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

³ Refers to the years of related experience which has the highest proportion or percent share of estimated number of establishments reporting the requirement relative to estimated number of establishments reporting the occupation. The choices for the minimum years of related experience are "none, 1 year, 2 years, 3 years, 4 or more".

Table 5 - Hiring/Entry Rate, Minimum Educational Requirements and Minimum Years of Related Experience in Selected Industries and Occupations, Philippines: June 2004 (Cont'd.)

(Non-agricultural establishments employing 50 and over.)

1994 PSIC/ 1992 PSOC	Industry/Occupation	Hiring/Entry Wage Rate ¹		Minimum Educational Requirement		Minimum Years Of Related Experience	
		Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
K7421	Architectural, Engineering and Related Technical Consultancy						
2141	Architects	7,000	20,000	College graduate	100.0	2 years	26.9
2151	Civil Engineers	6,050	34,500	College graduate	92.2	4 years	34.9
2152	Electrical Engineers	5,738	20,000	College graduate	100.0	1 year	31.6
2157	Geodetic Engineers	7,250	20,000	College graduate	100.0	4 years	29.4
3112	Civil Engineering Technicians	7,303	13,500	College graduate	100.0	4 years	50.9
3113	Electrical Engineering Technicians	6,521	8,505	College graduate	47.4	None	50.0
3118	Draftsmen	4,695	12,000	College graduate	84.4	1 year	38.3
4121	Accounting and Bookkeeping Clerks	4,320	16,000	College graduate	94.4	2 years	37.5
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	4,000	8,500	High school graduate	54.3	None	62.9
M81	Private Education Services						
2310	College, University & Higher Education Teaching Professionals	2,813	68,860	College graduate	79.0	None	38.0
2320	Technical and Vocational Instructors/Trainers	3,000	34,874	College graduate	78.5	1 year	40.5
2331	General Secondary Education Teaching Professionals	2,500	67,368	College graduate	94.9	None	43.9
2332	Science and Mathematics Teaching Professionals	3,000	67,368	College graduate	92.0	None	42.9
2333	Vocational Education Teaching Professionals	4,835	19,771	College graduate	91.3	1 year	43.0
2341	General Elementary Education Teaching Professional	3,000	67,368	College graduate	96.3	None	45.8
2342	Science and Mathematics Elementary Education Teaching Professionals	4,000	67,368	College graduate	95.5	None	45.0
2351	Pre-Elementary Education Teaching Professionals	3,000	33,439	College graduate	96.8	None	46.0
4121	Accounting and Bookkeeping Clerks	3,130	21,499	College graduate	98.1	None	37.9
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,500	15,499	High school graduate	65.1	None	62.7
N8512	Private Medical, Dental and Other Health Services						
2221	Medical Doctors	3,000	52,167	College graduate	85.0	None	30.8
2222	Dentists	5,942	18,600	College graduate	93.7	1 year	30.3
2225	Nutritionists-Dietitians	2,800	19,562	College graduate	94.5	1 year	41.8
2227	Medical Technologists	2,500	15,700	College graduate	96.9	None	41.8
2231	Professional Nurses	2,500	16,800	College graduate	97.1	None	48.8
2232	Professional Midwives	3,000	15,700	College graduate	90.3	None	43.7
3133	Medical Equipment Operators	3,000	15,700	College graduate	93.3	1 year	40.5
4121	Accounting and Bookkeeping Clerks	2,500	13,250	College graduate	98.9	None	39.4
9400 ^a	Unskilled Workers except Janitors, Messengers and Freight Handlers	2,608	9,470	High school graduate	68.3	None	75.2

Notes: 1. Basic pay refers to pay for normal/regular working time before deductions for employees' social security contributions and withholding taxes.

It excludes overtime, night shift differential and other premium pay; commissions, tips and share of employees in service charge; and payment in kind.

2. Allowances refer to regular/guaranteed cash payments. These include living allowance but exclude reimbursements for travel, entertainment, meals and other expenses, etc. incurred in conducting the business of the employer, cost of uniform/working clothes; bonuses and gratuities; family allowances.

^a BLES Code (no 1992 PSOC).

¹ Defined as including basic pay and regular/guaranteed cash allowances.

² Refers to educational level which has the highest proportion or percent share of estimated number of establishments reporting the requirement relative to estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

³ Refers to the years of related experience which has the highest proportion or percent share of estimated number of establishments reporting the requirement relative to estimated number of establishments reporting the occupation. The choices for the minimum years of related experience are "none, 1 year, 2 years, 3 years, 4 or more".

Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.