

PHL monthly full-time wage averages P21,544

THE AVERAGE monthly wage of time-rated, full-time workers in the Philippines was P21,544 in 2024, according to the Occupational Wages Survey released by the Philippine Statistics Authority this week.

The survey, covering formal establishments with at least 10 workers, found that the national average basic pay was P20,309, with monthly cash allowances of P1,235.

Information and Communications Technology (ICT) posted the highest average monthly wage of P43,676, followed by Profes-

sional, Scientific, and Technical Activities at P36,096, and Electricity, Gas, Steam, and Air Conditioning Supply at P35,188. The Agriculture, Forestry, and Fishing sector had the lowest average wage of P14,615. In terms of basic pay, ICT led with P40,931, while Agriculture was at the bottom with P14,191.

Workers in the National Capital Region (NCR) were paid the highest average monthly wage of P29,310, including the highest basic pay at P27,318 and the highest average allowance at P1,992. Calabarzon workers followed

with P19,711, and the Central Visayas with P19,084. Meanwhile, the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) recorded the lowest wage levels, with an average monthly wage of P11,495 and basic pay of P11,169. Also among the regions, the Cagayan Valley paid out lowest average allowance at P304.

The Electricity, Gas, Steam, and Air Conditioning Supply industry offered the highest average monthly allowance of P4,127, followed by Professional, Scientific, and Technical Activities with

P,3,543 and ICT P2,745. The Agriculture, Forestry, and Fishing sector had the lowest average allowance of P424.

Nationally, female workers earned an average of P22,236, exceeding the P21,009 pay of their male counterparts, resulting in a national gender wage gap of minus 5.8% in favor of women. Eleven of 17 regions also showed higher wages for female workers, with the largest gaps in Davao at minus 16.5%, the Western Visayas at minus 11.7%, and the NCR at minus 10.3%. Some regions, including Calabarzon at 6.3%, Cor-

dillera Administrative Region at 5.7%, and Ilocos at 4.7%, reported higher wages for men.

The highest-paying occupations included aircraft pilots and associate professionals in Air Transport (P137,999), air traffic safety electronics technicians (P131,536), and chemical engineers in the Manufacture of Coke and Refined Petroleum Products (P101,996). Other top roles, such as actuaries, applications programmers, web and multimedia developers, software developers, and industrial engineers, earned between P65,806 and P99,154.

General office clerks averaged P19,721 and elementary occupations P13,506. The NCR reported the highest wages for both groups, while BARMM had the lowest.

Clerks earned most in Electricity, Gas, Steam, and Air Conditioning Supply, ICT, and Administrative and Support Service Activities, while elementary workers earned most in Electricity, Gas, Steam, and Air Conditioning Supply, ICT, and Water Supply; Sewerage, Waste Management, and Remediation Activities. — **Erika Mae P. Sinaking**



PHILIPPINE STAR/EDD GUMBAN

STUDENTS graduate from senior high school in this file photo.

Competitiveness, from SI/1

The Philippines was also the top performer among lower middle-income economies, outpacing regional peers such as Vietnam (76th), Thailand (77th) and Indonesia (80th).

“Among lower middle-income economies, Lebanon, the Philippines, and India stand out for their growing emphasis on transferable and future-oriented skills,” the report said.

SOFT SKILLS

Also, the Philippines was surprisingly the only lower middle-income economy in the soft skills top 10, which was dominated by high-income economies led by Denmark, Iceland and Switzerland.

The report said this underscores that “human-centric capabilities — such as communication, teamwork, and adaptability — are increasingly vital drivers of talent competitiveness across all income groups.”

The Philippines ranked 50th in the “Grow” pillar, supported by strong outcomes in lifelong learning (27th), employee development (27th) and high digital engagement, including the 20th ranked use of virtual social networks among professionals.

Market competitiveness also improved, with the Philippines placing 35th in the extent of market dominance and 54th in sustainability.

The Philippine labor market continues to show strong private sector management practices — 12th in professional management, 19th in cluster development and 22nd in ease of finding skilled employees.

“Economies that align education, labor and innovation systems towards adaptive talent development can achieve high performance even with modest income levels,” said Paul Evans, emeritus professor of organizational behavior at INSEAD and co-editor of the report.

Rafael Escalona Reynoso, chief executive officer of Portulans Institute, said the most crucial skills today are adaptive ones: “the ability to collaborate, think across disciplines, innovate under pressure and navigate fast-moving, tech-driven environments.”

“These are the skills that increasingly define a country’s competitiveness — and the GTCI now captures this reality more clearly than ever,” he added.

However, the report noted persistent weaknesses in the Philippines’ ability to attract foreign talent. The Philippines ranked 88th in the “Attract” pillar, dragged down by low external openness metrics such as migrant stock (135th).

Governance and regulatory indicators also pulled down scores in the “Enable” pillar, where the Philippines placed 77th, reflecting gaps in the rule of law, corruption control and political stability.

Despite these challenges, the GTCI findings suggested the Philippines is developing the right capabilities to support higher-value industries.

The country scored above its income-group average in overall GTCI performance — 42.39 versus 33.64 — and demonstrated strong upward mobility relative to peers.

The results come as the Marcos administration pushes reforms in education, skills training and digitalization to strengthen the workforce and attract investment.

The report’s emphasis on adaptability and lifelong learning aligned with efforts to reskill Filipino workers for artificial intelligence- and technology-intensive sectors.

Singapore, Switzerland, Denmark, Finland and Sweden led the index as top performers. The five lowest-ranking countries were all in Africa — Burkina Faso, Madagascar, Mozambique, the Democratic Republic of the Congo and Chad.

On the Philippines’ low score in attracting foreign talent, University of the Philippines Diliman School of Labor and Industrial Relations Assistant Professor Benjamin B. Velasco said labor migration continues to drain the Philippines of skilled workers, even as the country’s strong English proficiency helps drive its rise in global talent competitiveness.

“It is a good thing that the Philippines is rising in talent competitiveness. Despite evident deficits in basic education, our English proficiency drives talent competitiveness given the reality of global supply chains in services,” he said via Facebook Messenger.

To sustain and expand this progress, he said the government must fix basic education gaps, significantly increase higher-education spending to 6% of gross domestic product and rationalize vocational-technical training.

He also urged the full implementation of the Labor Education Act to embed workers’ rights and career guidance into higher education and technical-vocational curricula.

Federation of Free Workers President Jose Sonny G. Matula said the Philippines’ rise in the index is a bright spot amid concerns over corruption and substandard infrastructure projects.

The improvement showed the country’s strength in developing lifelong learning, digital skills and professional management, he added.

“This is also a reminder to government and business: rankings are not enough — people must feel it in their wages, job security, and quality of education,” he said via Viber, noting the importance of building awareness of decent work through education.

While Filipino talent is globally competitive, Mr. Matula said the larger challenge is ensuring workers aren’t compelled to migrate or endure precarious employment to make ends meet.

OPINION

When suppliers send Christmas gifts to executives

Last year, anonymous workers made an issue out of holiday gifts received by our executives. While the issue didn’t ripen into a full-blown controversy, we’d like to be proactive this time with an objective policy. Please help. – Brown Rock.

IN THE WORKPLACE REY ELBO

- One, establish a complete ban on cash.** This includes electronics transfers via e-wallet, actual cash in envelopes, gift cards, digital vouchers, or anything that behaves like money. Cash is untraceable and undeniably compromising. It instantly raises red flags that no compliance officer wants to defend.
- Two, allow modest or reasonable gifts.** In the Philippines, this could mean anything not exceeding P500 in value. In case of valuation disputes, a simple check with online sellers can do the trick. These “token” items include calendars, coffee mugs, umbrellas, or any simple corporate giveaway.
- Three, share anything above the limit.** If the gift’s value is a bit “scandalous,” it must be “donated” as prizes for the company Christmas party. This is applicable also in cases of perishable goods. This requires a formal declaration by the recipient and the gifts turned over to the human resources department, internal audit, or the ethics office.
- Four, require mandatory disclosure.** There should be no exceptions. That means every gift, big or small, must be declared within 24 hours of receipt by the security office, which is the company’s “first line of defense.” A simple digital or paper form is sufficient. In other words: Declare it so you don’t have to defend it.
- Five, make the policy applicable year round.** It doesn’t have to be limited to holidays or year-end celebrations. This rule exists in the strictest compliance frameworks. Even the tiniest gift becomes questionable if it arrives while a vendor is being evaluated or a contract is under negotiation.
- Six, inform all suppliers and business partners.** A gift policy only works if suppliers actually know about it. Many companies fail here. They create a document, upload it to a dusty HR portal, and hope everyone guesses correctly. Send an annual reminder to all business partners. A polite statement does the job while maintaining goodwill with boundaries.

Seven, lead by example. Even the most elegant policy is worthless if top executives treat the gift policy as optional. Executives set the ethical climate. If top executives accept expensive holiday baskets, everyone else will follow. If they decline politely, others will do the same. Otherwise, the next best thing is to declare it with the compliance team.

Eight, document the consequences for violation. Policies without consequences are merely suggestions. Companies should explicitly state that undeclared gifts and their acceptance, especially if they’re delivered at other locations, may lead to disciplinary action. This isn’t about punishment. It’s about protecting the company from reputational fallout.

Nine, accept professional goodwill, not the influence. Christmas gifts must never shape corporate decisions. The best companies know how to appreciate the intention without compromising integrity. This is the objective of having a smart gift policy. It ensures everyone’s goodwill remains aboveboard, modest, and utterly corruption-free.

In conclusion, a strong policy on gift-giving by suppliers isn’t about being kill-joys during Christmas. It’s about protecting your company’s integrity, reputation, and decision-making. Even for those outside of procurement and vendor relationships, perception is often as powerful as reality.

A bottle of wine today can look like a “thank you,” but tomorrow it may be interpreted as a “please remember us during bidding season.” By adhering to such policy, the company ensures that all business decisions remain merit-based, ethical, and free from external pressures — protecting both organizational credibility and the integrity of its people.

Have a free consultation of your workplace issues with REY ELBO. E-mail your questions to elbonomics@gmail.com or DM him on Facebook, LinkedIn, X or via <https://revelbo.com>. Anonymity is guaranteed.



Career Opportunity in NEW CHANGE TECHNICAL CONSULTANTS INC.

DELIVERY LEAD PROJECT CONSULTANT (1 Vacancy)	
Job Description: <ul style="list-style-type: none">Help supervise ongoing projects, track progress against deadlines, and help coordinate team members.Assist project managers with planning, scheduling, budgeting, and resource allocation.Communicate with clients to help define project requirements and scope.Assist in organizing meetings, preparing minutes, and updating project documents in English and Hindi languages.	Qualification: <ul style="list-style-type: none">College graduate or Bachelor’s degree of any course.Strong written and verbal communication skills in English and Hindi languages.Strong organizational and time-management skills.Proficient in using planning and scheduling software to estimate timescales.
Applications may be sent to: Name of Company HR: Keren Tumang Email address: cr@newchangepgroup.com	
Company / Employer Company Name: New Change Technical Consultants Inc. Complete Address: 7/F Glorietta 4, Ayala Center, San Lorenzo, Makati City Nature Of Business: Other Community, Social And Personal Service Activities	Name of foreign national intending to apply for the position Name: Vaddepalli, Avanti Address: Quezon City Nationality: Indian Intended period of employment: Two (2) years
New Change Technical Consultants Inc. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment - National Capital Region located at 967 Maligaya Street, Malate, Manila	

Career Opportunity in BLUESKY INVESTMENTS HOLDING INC.

MANDARIN SPEAKING ACCOUNTING STAFF (1 Vacancy)	
Job Description: <ul style="list-style-type: none">Organize and maintain accounting records and other supporting documentation.Provide general administrative support to the accounting department.Ensures that accounting records, reports, and files are available in Mandarin or any Chinese major languages.	Qualification: <ul style="list-style-type: none">Certificate of graduation in Accounting.Must be a native Chinese national.Fluency in both written and verbal communication in multiple languages, particularly in Mandarin, Cantonese and English.Can multi task while maintaining accuracy and attention to detail.
Applications may be sent to: Name of Company HR: Joanna Montales Email address: bluesky.investment001@gmail.com	
Company / Employer Company Name: Bluesky Investments Holding Inc. Complete Address: Unit A 19th Floor Menarco Tower 32nd Street, Bonifacio Global City, Fort Bonifacio, Taguig City Nature Of Business: Other Community, Social And Personal Service Activities	Name of foreign nationals intending to apply for the position Name: Zhou, Shiyuan Address: Makati City Nationality: Chinese Intended period of employment: Three (3) years
Bluesky Investments Holding Inc. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment - National Capital Region located at 967 Maligaya Street, Malate, Manila	

Career Opportunity in DAOL BEAUTY CORP. (DAOL)

Position: Korean Manager 1 Vacancy	
Job Description: <ul style="list-style-type: none">Oversee day-to-day operations and ensure smooth workflow within the department or assigned business unit.Represent the company in meetings, corporate functions, and business negotiations when required.Ensure compliance with company policies, government regulations, and industry standards.Serve as liaison between Korean executives and local staff to ensure accurate relay of instructions, reports, and operational updates.	
Qualification: <ul style="list-style-type: none">Minimum 3–5 years managerial or supervisory experience.Strong leadership, decision-making, and organizational skills.Knowledge of business operations, marketing, customer relations, and administrative functions.Strong analytical skills and ability to handle sensitive or confidential matters.	
Application may be sent to: Mr. Joey Bearmino Corporate Secretary paramountvisaofficer@gmail.com	
COMPANY / EMPLOYER COMPANY NAME: DAOL BEAUTY CORP. (DAOL) Address: Unit 127 Soho Building Avida Cityflex Towers Lane T Corner 7th Avenue, Bonifacio Global City, Fort Bonifacio, Taguig City Nature of Business: Beauty Salon	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION Name: JANG JUNKYU Address: Unit 1215 One Marden Tower 26th Ave., BGC Taguig City Nationality: Korean Intended Period of Employment: Three (3) years
DAOL BEAUTY CORP. (DAOL) hereby declares that the above foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign nationals and apply for an Alien Employment Permit with the Department of Labor and Employment-National Capital Region located at 967 Maligaya Street, Malate, Manila.	

Career Opportunity in LAYOSU CORPORATION

MARKETING MANAGER (KOREAN DESK)	
Job Description: <ul style="list-style-type: none">Develop strategies and tactics to get the word out about our company and drive qualified traffic to our front doorDeploy successful marketing campaigns and own their implementation from ideation to executionExperiment with a variety of organic and paid acquisition channels – content creation, content curation, pay per click campaigns, event management, publicity, social media, lead generation campaigns, copywriting, performance analysis, and much more	
Qualification: <ul style="list-style-type: none">Applicants who are High School graduate or at the college level are eligible, qualified, and encouraged to apply but College Graduate/Bachelor Degree is a plus.Passionate and driven to achieve goals with dedication and persistenceMarketing insight and an editorial eye for detail.	
Applications may be sent to: LIZA PEREIRA layosucorp@gmail.com	
COMPANY / EMPLOYER LAYOSU CORPORATION Unit 403 La Sema Bldg., 8846 Sampaloc cor. Estrella Sts., San Antonio, Makati City Services	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION SUNGMIN AN Unit 1220 Icho Kai Garden Residences, Dansalan Street, Barangay Malang, Mandaluyong City Korean national Three (3) Years
LAYOSU CORPORATION hereby declares that the above-named foreign national is able, willing and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment- National Capital Region located at 967 Maligaya Street, Malate Manila.	