

CATEGORY	Job	Range of Salary	Job	Range of Salary	Job	Range of Salary	Job	Range of Salary	Job	Range of Salary
Accounting/Finance	Bookkeeper (簿記係)	P9000 - 20000	Treasury Staff (財務管理)	P9000 - 20000	Accountant (会計士)	P15000 - up	Accounting Clerk (経理スタッフ)	P9000 - 20000	Purchaser (バイヤー)	P9000 - 20000
Admin (政府) /Office (会社) /Clerical (clerk)	Office Clerk/Staff (秘書兼雑用スタッフ、一般職)	P9000 - 20000	Operations Manager (マネージャー)	P40000 - up	Customer Service Staff (コールセンターではないカスタマーサービススタッフ)	P9000 - 20000	Secretary (秘書)	P9000 - 20000	General Manager (取締役)	P70000 - up
Agriculture/Veterinary (農家・獣医)	Veterinarian (獣医)	P20000 - up	Farm Coordinator (農場管理人)	P15000 - up	Territory Sales Representative (農業製品を売る人)	P9000 - 20000	Agriculturist (通常よりもシステムチックに運営している農家)	P15000 - up		
Call Center/BPO Domestic (家) /Caretaker (介護スタッフ)	Customer Service Representative (コールセンタースタッフ)	P12000 - 25000	Technical Support (より専門知識が必要とされるコールセンタースタッフ)	P15000 - 30000	Team Leader (チームリーダー)	P25000 - 35000	Trainer (トレーナー)	P18000 - 25000	Operation Manager (マネージャー)	P35000 - up
	Caregiver (介護スタッフ)	P9000 - 15000	Nanny (ベビーシッター)	P2500 - 5000	Helper/Housekeeper (家政婦)	P2500 - 5000	Personal Driver (depend on the boss)	P10000 - 15000		
Education	ESL Teacher (英語学校)	P9000 - 20000	Private School Teacher (私立)	P9000 - 20000	Public School Teacher (公立)	P14000 - 25000	University Instructor (大学教授)	P14000 - 20000	ESL School Supervisor (英語学校のマネージャークラス)	P22000 - 30000
Engineering/Architecture	Mechanical Engr. (エンジニア)	P18000 - up	Architect (ビルのデザイン設計+建築全般の責任を負う)	P18000 - up	Interior Designer (インテリアデザイン)	P18000 - up	Safety Officer (建物の安全管理)	P18000 - up	Maintenance Engineer (ビルのメンテする人)	P18000 - up
Food/Restaurant	Waiter/Server (ウェイター)	P9000 - 12000	Barista (レストランバーテンダー)	P12000 - 18000	Delivery Driver/Man (デリバリースタッフ)	P9000 - 15000	Chef (シェフ)	P20000 - up depends on the service; tooth extraction at least P500	Manager	P25000 - up
Health/Medical/Science	Private Hospital Nurse (ナース、12時間労働)	P9000 - 12000	Public Hospital Nurse (公立のナース)	P14000 - 18000	Family Doctor (ドクター)	PF - 300 for consultation (医師との面談 注釈あり)	Dentist (歯医者)		Pharmacist (薬剤師)	P9000 - 15000
Hotel/Spa/Salon	Room Attendant (クリーニング&ルームサービススタッフ)	P9000 - 12000	Front Desk Officer (フロントデスク)	P12000 - 18000	Salon Staff (ヘアカットスタッフ)	P6000 - 10000 plus commission	Hotel Manager (ホテルマネージャー)	P25000 - 40000	Therapist (マッサージ師も含む)	P6000 - 10000 plus tip/commission
HR/Recruitment/Training	HR Personnel (人事部スタッフ)	P9000 - 15000	Recruitment Specialist (採用係)	P12000 - 18000	Training Coordinator (コーチ)	P18000 - 25000	HR Manager (HRのボス)	P25000 - 40000	Workforce Specialist (HRの全体を見る人)	P18000 - 25000
IT/Computers	Computer Technician	P9000 - 15000 depends on the service; Retention (保持) fee - P10000 - 15000	Data Entry Specialist (データ入力)	P15000 - 20000	SEO Link Builder (検索エンジン上位表示のスペシャリスト)	P20000 - 30000	Web Developer (ウェブツール開発など)	P20000 - up	Online Gamer (ゲームテスター)	P18000 - 25000
Legal	Lawyer (弁護士)		Liaison Officer (ロイヤールの秘書)	P10000 - 20000						
Sales/Marketing/Retail	Marketing Officer	P10000 - 18000	Sales Manager	P18000 - up	Store Cashier (レジスタッフ)	P8000 - 10000	Salesman	P12000 - 18000 plus commission	Key Account Specialist (ストアに物をおいてもらうための交渉をする人、セールスパーツンに近いが違う)	P15000 plus commission
Skilled Worker/Technical	Auto Mechanic (自動車・バイクのメカニック)	P9000 - 15000	Utility Maintenance (配管工、電気工)	P7000 - 10000	Aircon Technician (エアコン専門技師)	P8000 - 10000	Production Worker (工場ワーカー)	P9000 - 15000	Carpenter/Building Painter (大工・ビルのペインター)	P9000 - 15000
	<i>Note: (This is the usual salary range. It may differ in the kind of job, qualification and company.)</i>					PF - professional fee				
	<i>Entry level: (no work experience or fresh graduate from the university) - Cebu City minimum wage: P9000 - 10000</i>									
	<i>1-2 years experience - at least P1000 higher than the entry level</i>									
	<i>Supervisory position with at least 1 year experience as a supervisor - P20000 - 30000</i>									
	<i>For sales related job, companies usually give commission especially when the employees reach the quota (ノルマ) .</i>					Doctors:				
							Normally, the PF is between P300 - P500.			
							Specialist (cardiologist, neurologist, surgeon, etc.) - They can decide their PF but it depends on the patient's condition. But it's not less than P10000.			
	Working hours:									
	8 hours plus 1 hour lunch break. Lunch break is usually unpaid.									
	National holidays and Sunday: Employees are paid twice based on their daily rate.									
	Example: P9000 / 30 days = employee's daily rate									
	Local holidays (holidays that is only observed in certain city or town): Employees are paid 30% of their daily rate.									
	Overtime:									
	Employees are expected to work for 8 hours. Beyond 8 hours, the company has to pay hourly overtime fee. Usually 30% of the employee's daily rate.									
	Example: Daily rate x 30% = hourly overtime fee									

