

# 2022-2023 Outlook | Hiring, Compensation & Benefits

**Philippines**



**SEEK BETTER**

**Transform your company's  
ability to attract talent.**

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## Introduction

# Employment, transformed for the better

Are you ready to SEEK Better amidst the great employment shift?

We've conducted a large-scale survey packed with insightful data to empower you to keep up.

Right now, employees' perspectives on their careers are vastly changing on a global level. The New Normal has led them to reassess their priorities and redefine their needs. Their goal: to SEEK Better work-life balance. Better pay, better perks, better benefits – their evolving demands are causing a ripple in the employment marketplace.

As Asia's No. 1 Trusted Talent Partner, we are here to help you transform employment. The 2022-2023 Outlook | Hiring, Compensation & Benefits report is designed to enable employers to attract the right talent. With data gathered from hiring personnel from 438 companies in the Philippines, this report will:

- ★ **Provide key insights to better attract, engage, and retain candidates**
- ★ **Discover emerging practices in compensation and benefits**
- ★ **Deliver learnings in human resources digitalisation**

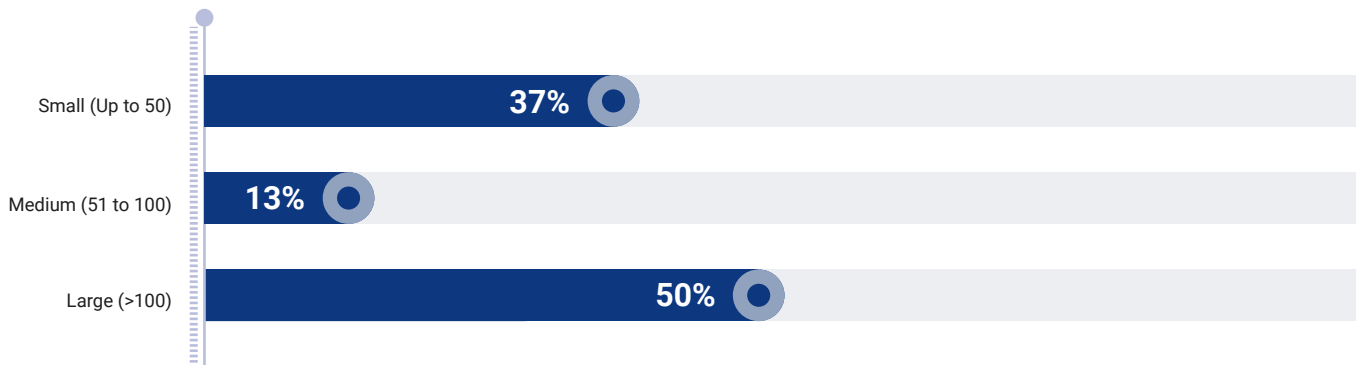




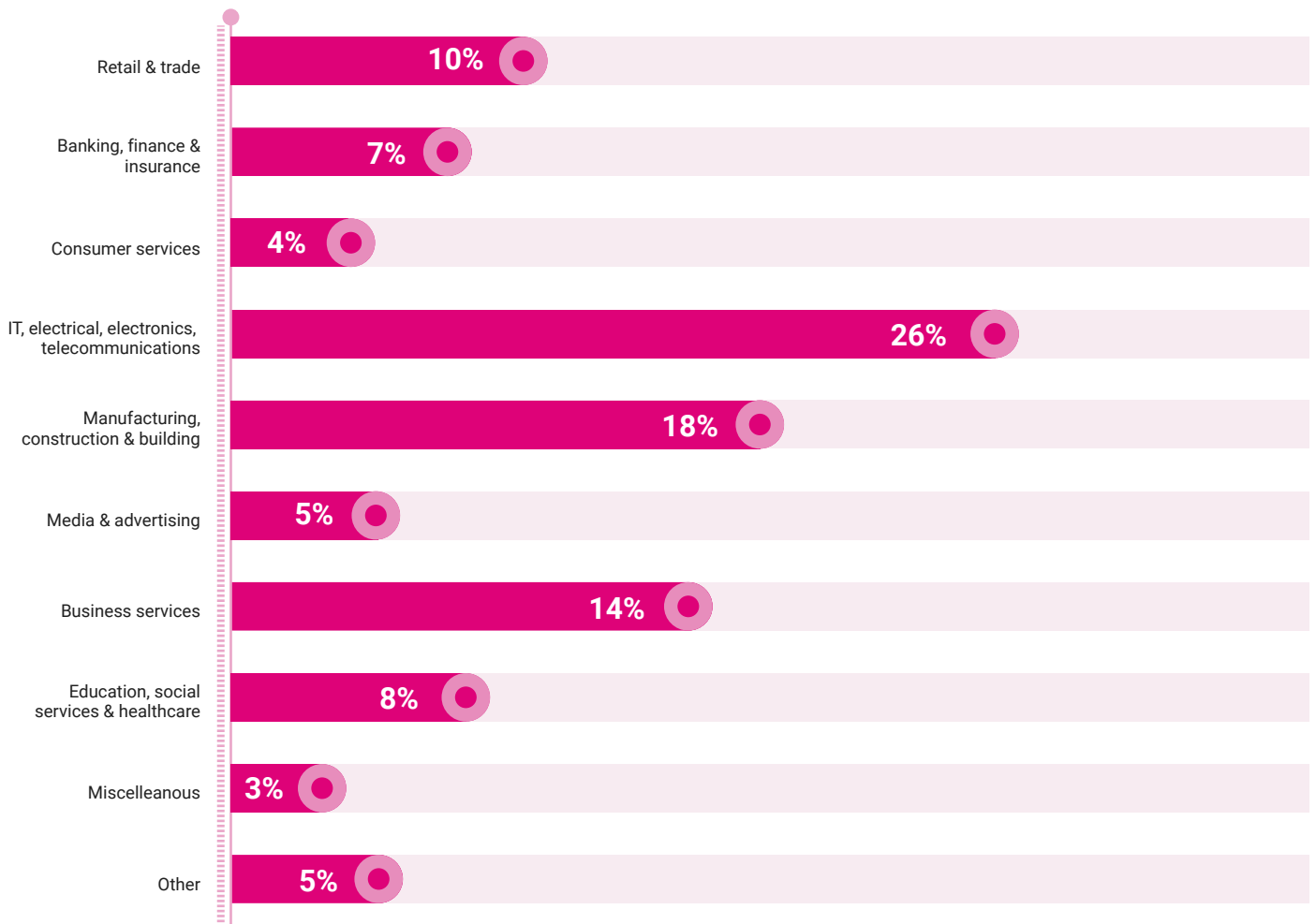
# Scope and methodology

We spoke to hiring personnel from 438 companies in the Philippines on their hiring activities and HR-related aspects such as remuneration, leaves, general benefits, remote working readiness, etc.

## Organisation size of surveyed companies



## Industries of surveyed companies



# Hiring Trends:

# Today & Tomorrow

The recovery of the economy has seen a corresponding rise in employers' optimism of the job market. According to our survey, hiring activities are on an upward trend, well into 2023.

Digitalisation and remote working, now widely adopted due to the pandemic, are still influencing how employers hire, even when most have already emerged from the shadows of the pandemic.

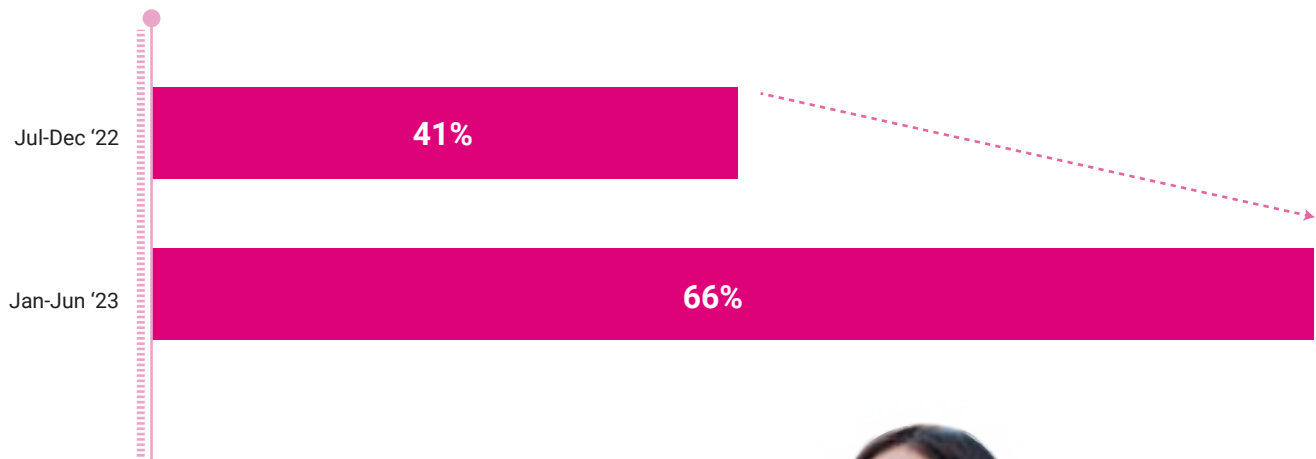


# Employment market expectations

In general, things are looking up for the employment market in the Philippines. Majority of employers in the Philippines are **optimistic** about the hiring in H2 2022.

**41% employers** feel the job market will be more active for the next 6 months, the number rose to an encouraging 66% for the job market outlook in H1 2023.

## Employers' confidence in the Philippines' job market

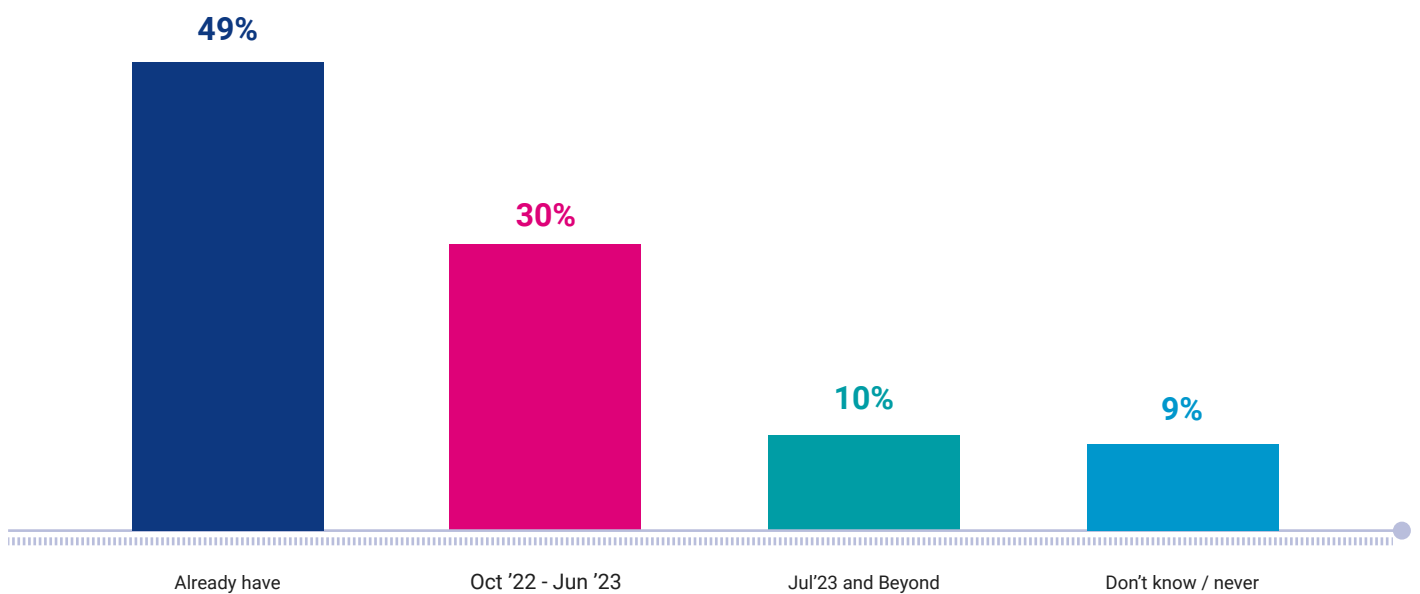


# Hiring back to pre-pandemic levels

**1 in 2 companies** (mostly large companies with staff size of >160) reported their hiring plans are **back to pre-pandemic levels**.

**23%** reported that their hiring will recover **in the next 9 months**.

## Companies' hiring plans back to pre-pandemic levels



### Did you know?

Over a third of companies are actively hiring! Time to up your employment packages to attract talent!

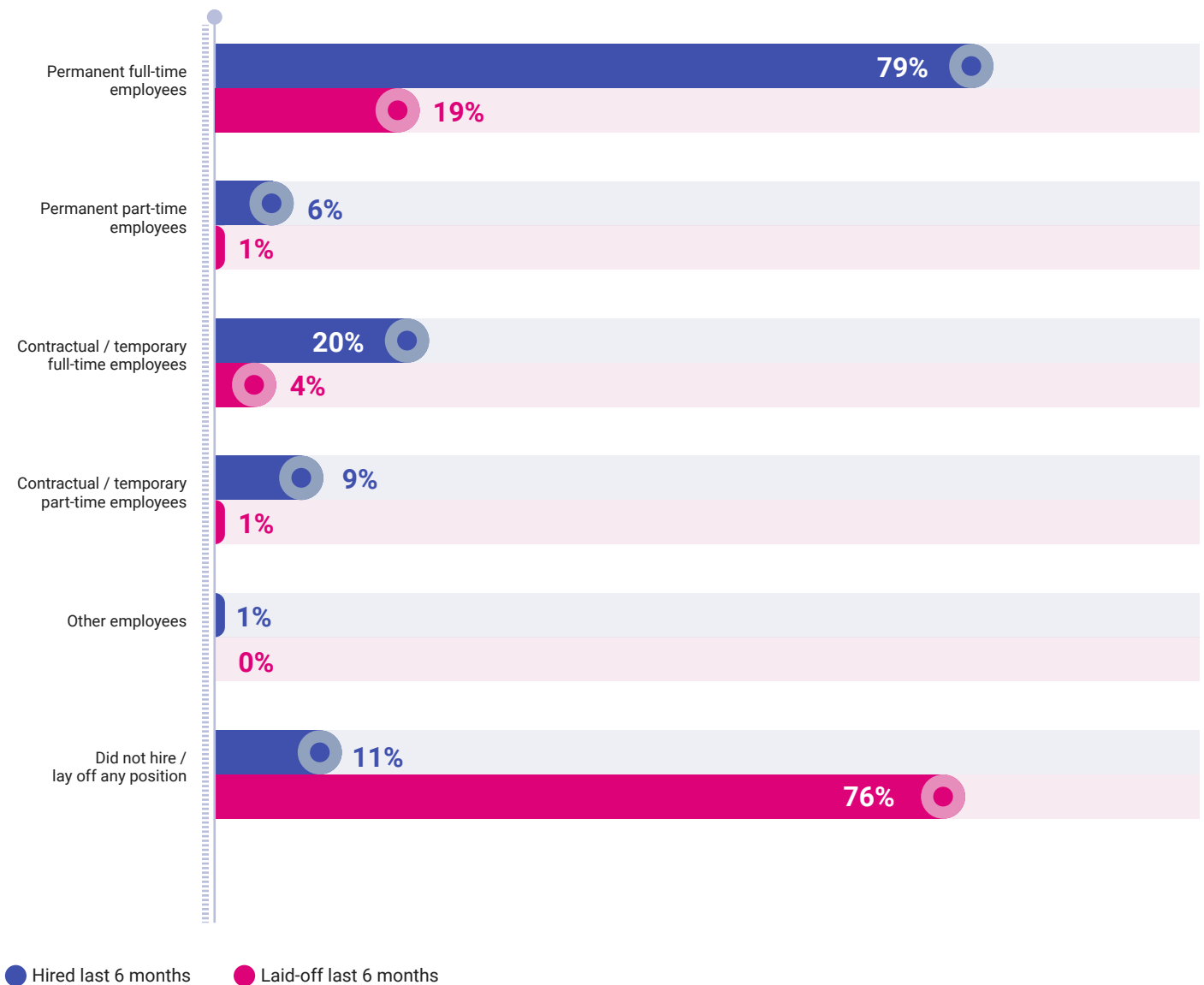
# Overview of hiring activities for the past 6 months

Most companies (89%) have hired in the last 6 months.

79% hired at least 1 permanent full-time staff, while 20% hired at least 1 contractual / temporary full-time staff.

About 1 in 4 companies laid off at least one employee in the past 6 months.

## Hiring activity for the past 6 months



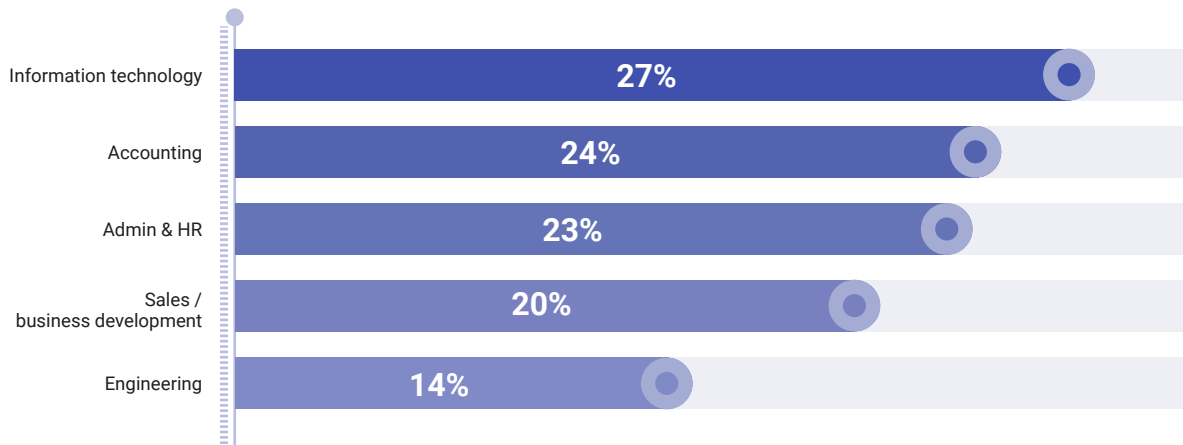


# Hiring activities by job function for the past 6 months

Job functions like IT, Accounting, Admin & HR, Sales / Business Development and Engineering are the **most highly sought full-time roles** by companies.

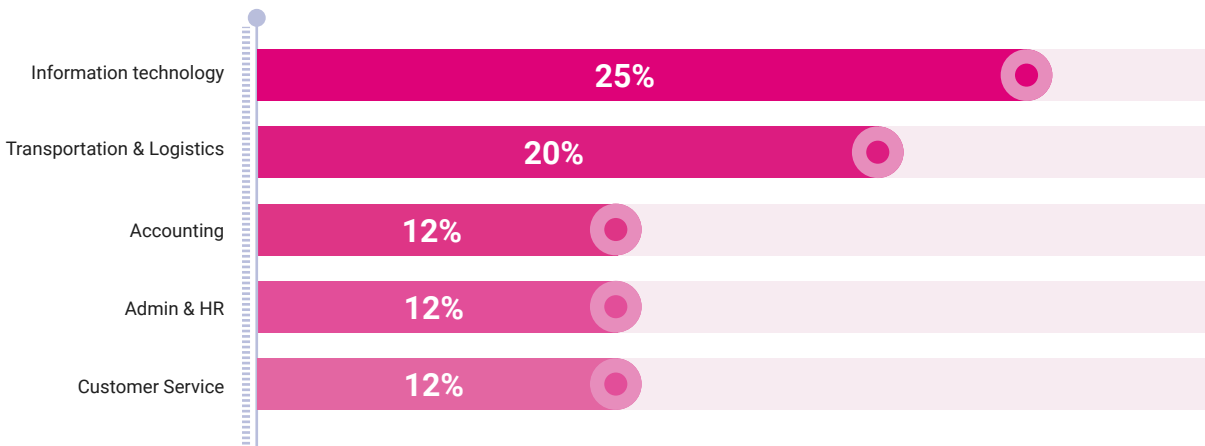
For companies who laid-off employees, permanent full-time job functions like IT, Transportation & Logistics, Accounting, Admin & HR and Customer Service are among the top 5-job functions being laid-off.

## Top 5 permanent full-time job functions hired



34.9 hired on average per company

## Top 5 permanent full-time job functions laid off



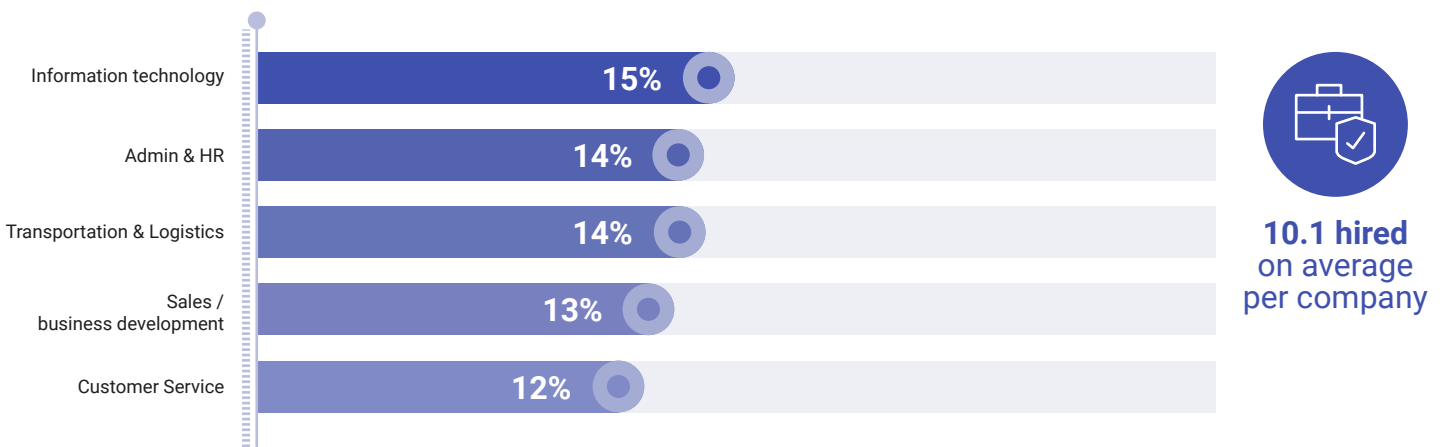
7.1 lay-offs on average per company

# Hiring activities by job function for the past 6 months

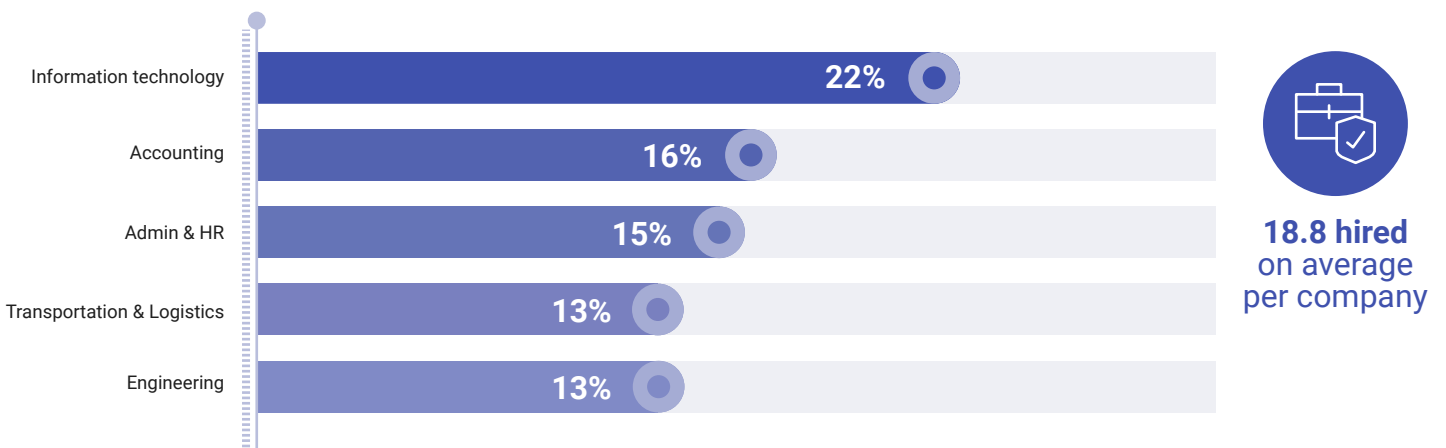
Coinciding with the top lay-off job function, the top job function being hired temporarily part-time is also Information Technology. This transition is possibly due to cost-cutting measures, less reliance on full-time employees and advancement of remote working technology.

Other highly sought temporary roles include Admin & HR, accounting and transportation & logistics.

## Top 5 temporary part-time job functions hired



## Top 5 temporary full-time job functions hired



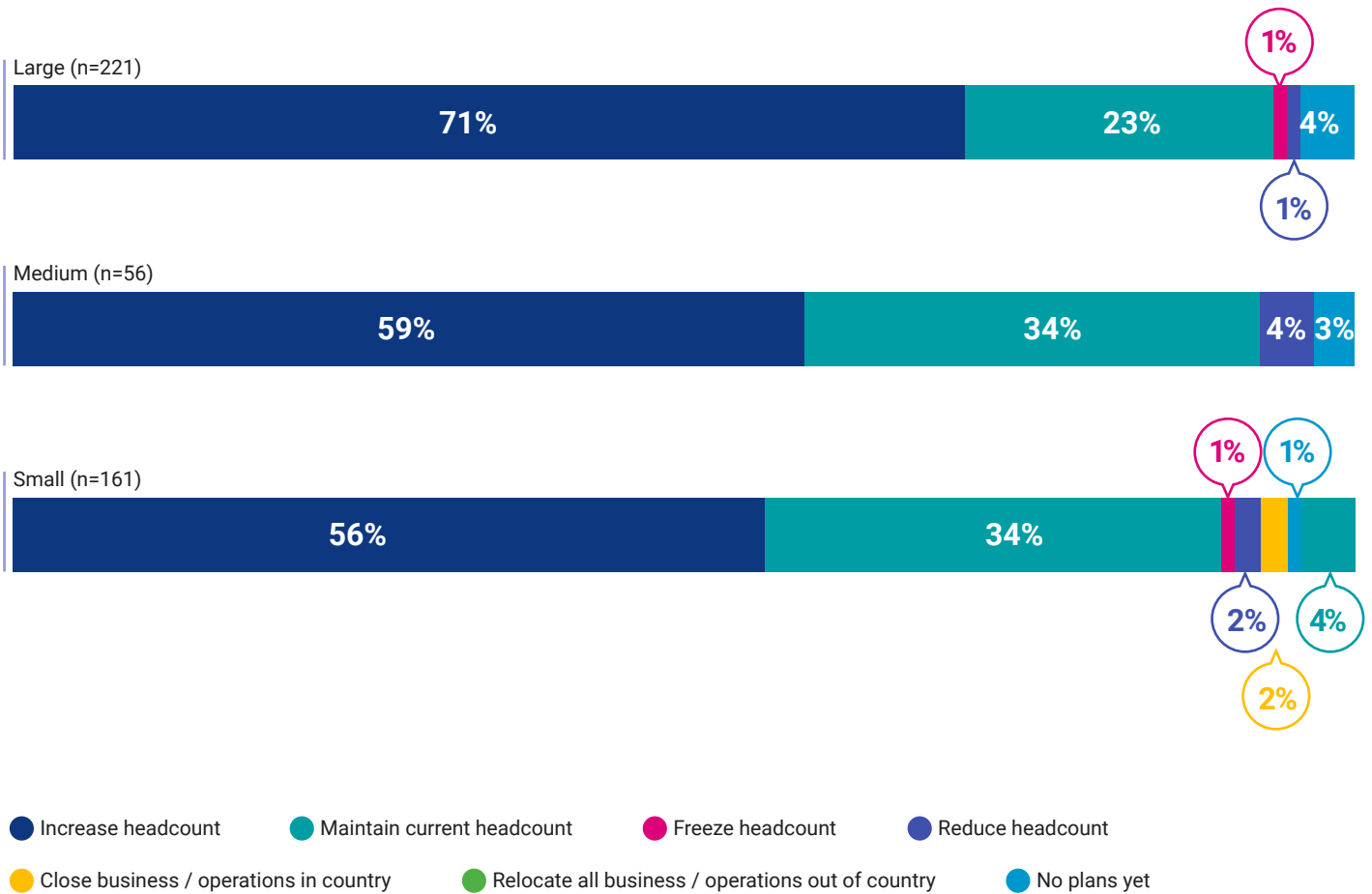
# Hiring plans based on company size

In anticipation of the recovery of the economy and their businesses, most companies are planning to at least maintain their current headcount.

**Large organizations** are most likely to increase **permanent full-time** staff in the next 3 months.

**Top 3 permanent full-time roles** in demand: Information Technology (34%), Sales / Business Development (28%), Admin & HR (25%).

## Jul – Dec 2022 hiring plans according to company size

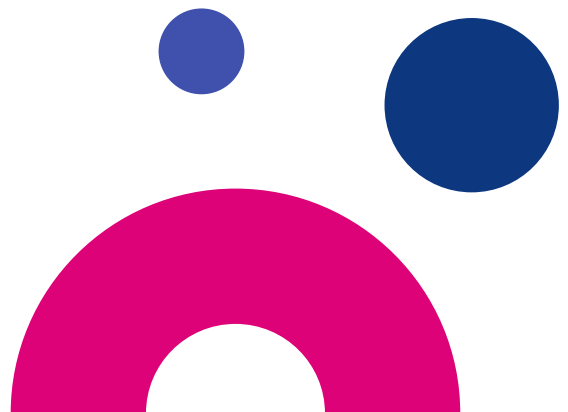
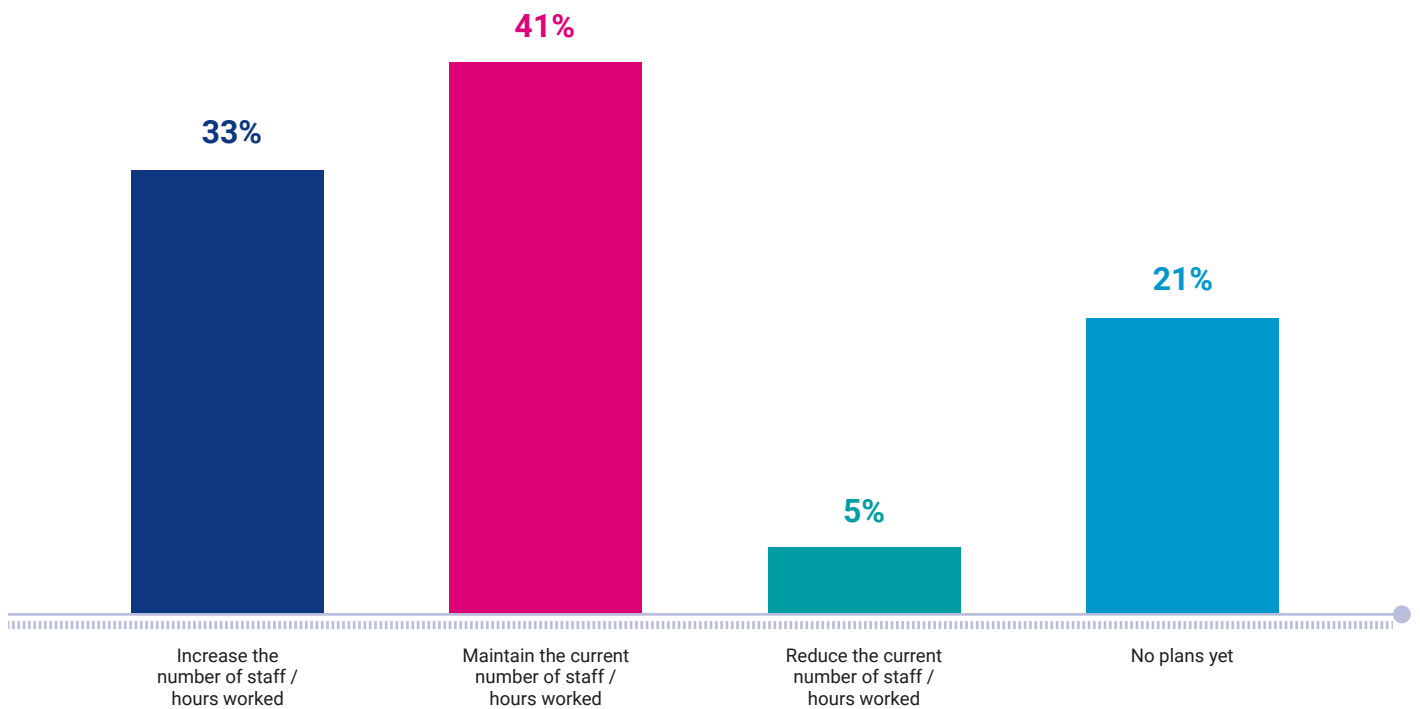


# Emergence of contract / temporary staff in hiring plans

Contract/Temporary staff is seen as an integral part of the workforce by most businesses, with almost **3 out of 4** companies looking to maintain/increase the number of staff/hours worked.

Only 5% are planning to **reduce their dependency** on contract/temporary staff.

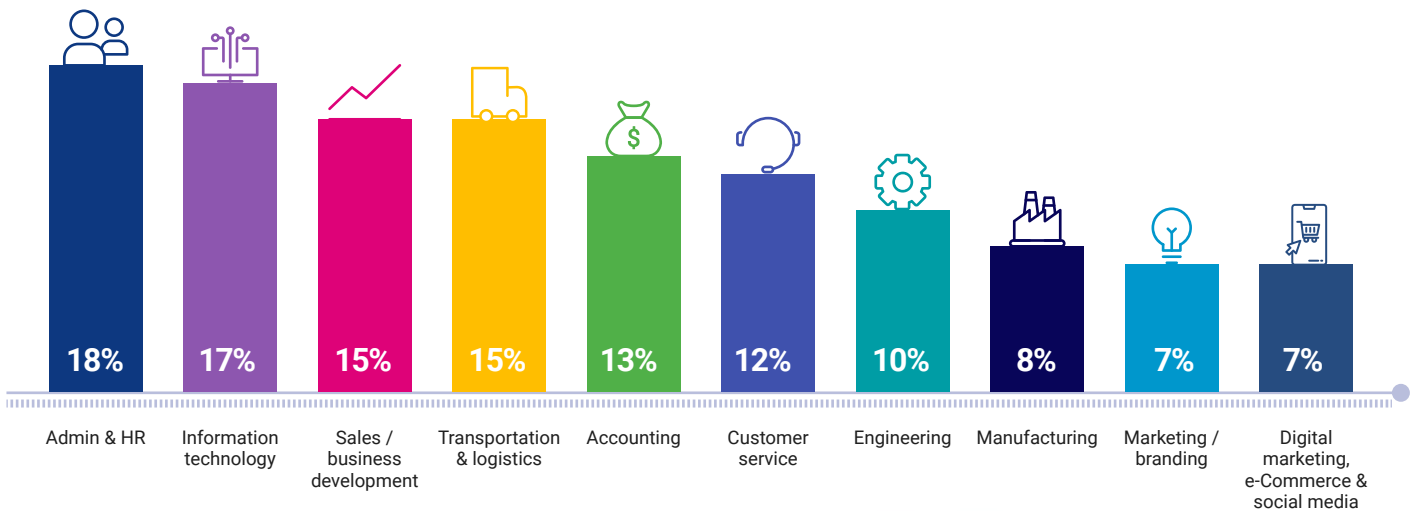
## Hiring of contract / contractual staff, Jul – Dec 2022



# Top 10 contract / temporary job functions

The needs of companies for **part-time / contract job functions** are **different from full-time job functions**. The top job functions that companies are looking for are Admin & HR, Information Technology and Sales / Business Development.

## Top 10 job functions of part-time/contractual staff



### Did you know?

The **top 3 reasons** for hiring contract / temporary staff:

- Save on staff costs (34%)
- Business Expansion (27%)
- Need of flexible work arrangements (20%)

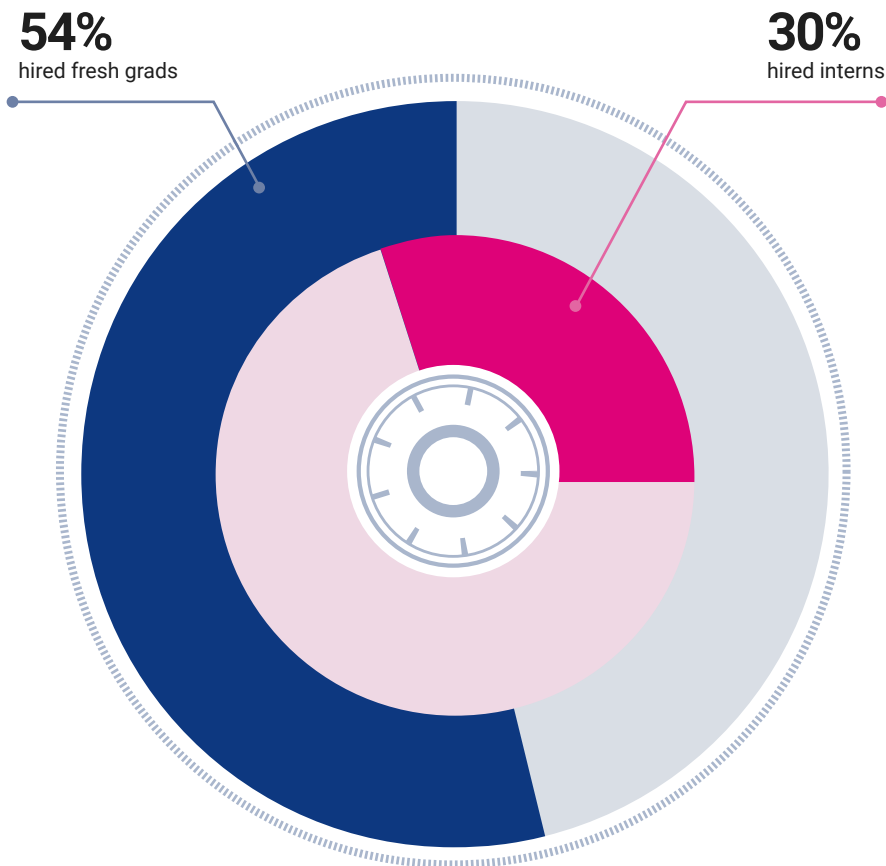




# Hiring of fresh graduates and interns

In the past 12 months:

- 54% of the surveyed mentioned that their company has hired fresh grads in the past 12 months.
- Large companies have a higher likelihood to hire fresh grads and interns. Close to **8 out of 10** large companies hired graduates.
- More than **2 out of 5** large organizations hired interns.

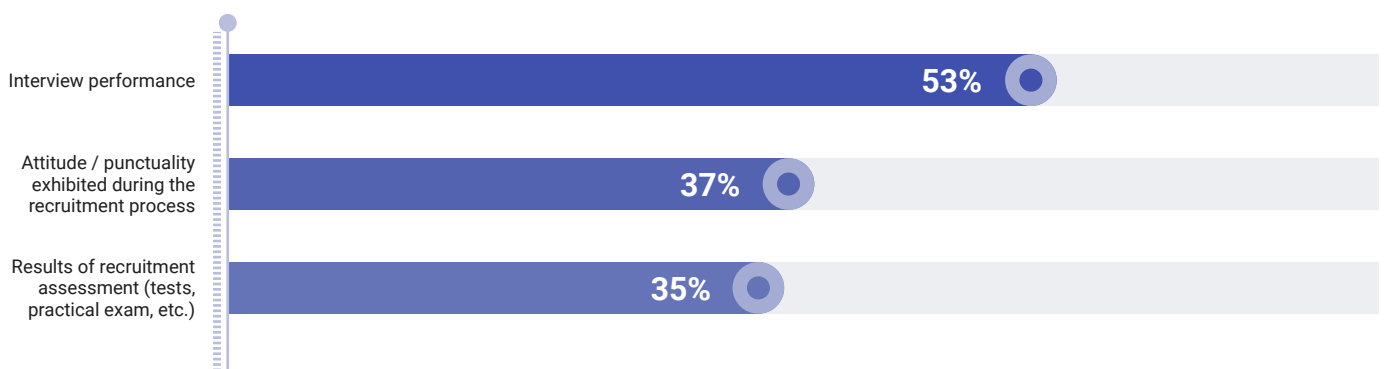


# Criteria & reasons for hiring fresh graduates & interns

Given that fresh grads have little to no working experience, companies focus more on their fresh graduates' interview performance and attitude / punctuality during the recruitment process to select candidates.

Companies who sought interns tend to have a longer vision to identify potential new recruits and build a quality talent pool for the future

## Top 3 criteria of hiring fresh graduates



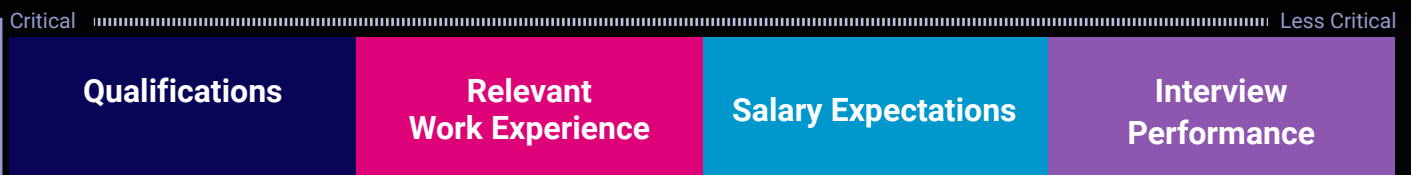
## Top 3 reasons of hiring interns



# Candidate

# Selection Criteria

## Candidate selection factors



Hiring can be challenging because they're not only interviewing for one job most of the time. Top reasons for rejection include better offers, unsatisfactory salary packages and by opting to stay with their current employers.

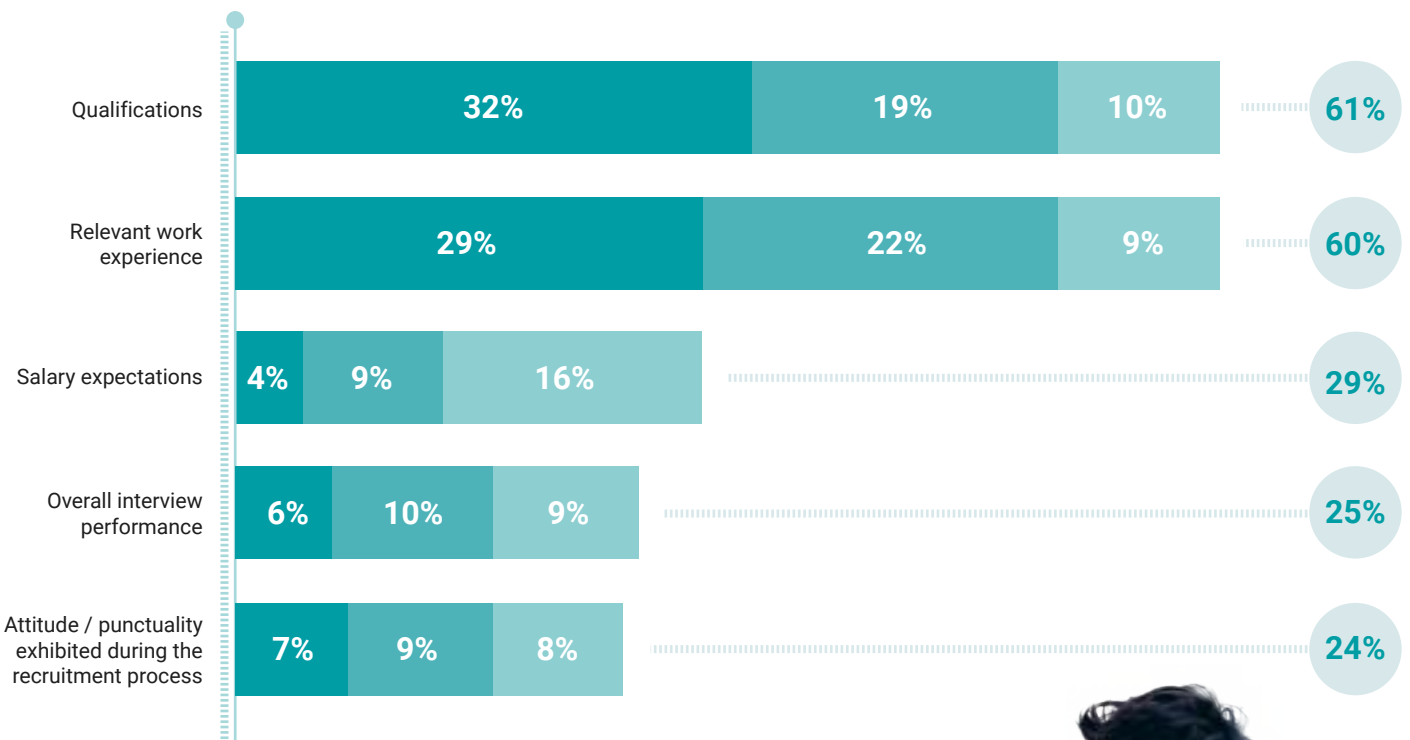
It's an employee's market, it pays for employers to address these factors to attract and retain talent.



# Top criteria for offering candidates a job

More than **3 in 5 companies (61%)** offered jobs to candidates because of qualifications, of which **32%** cited it as the primary reason.

Relevant work experience follows closely at 59%.

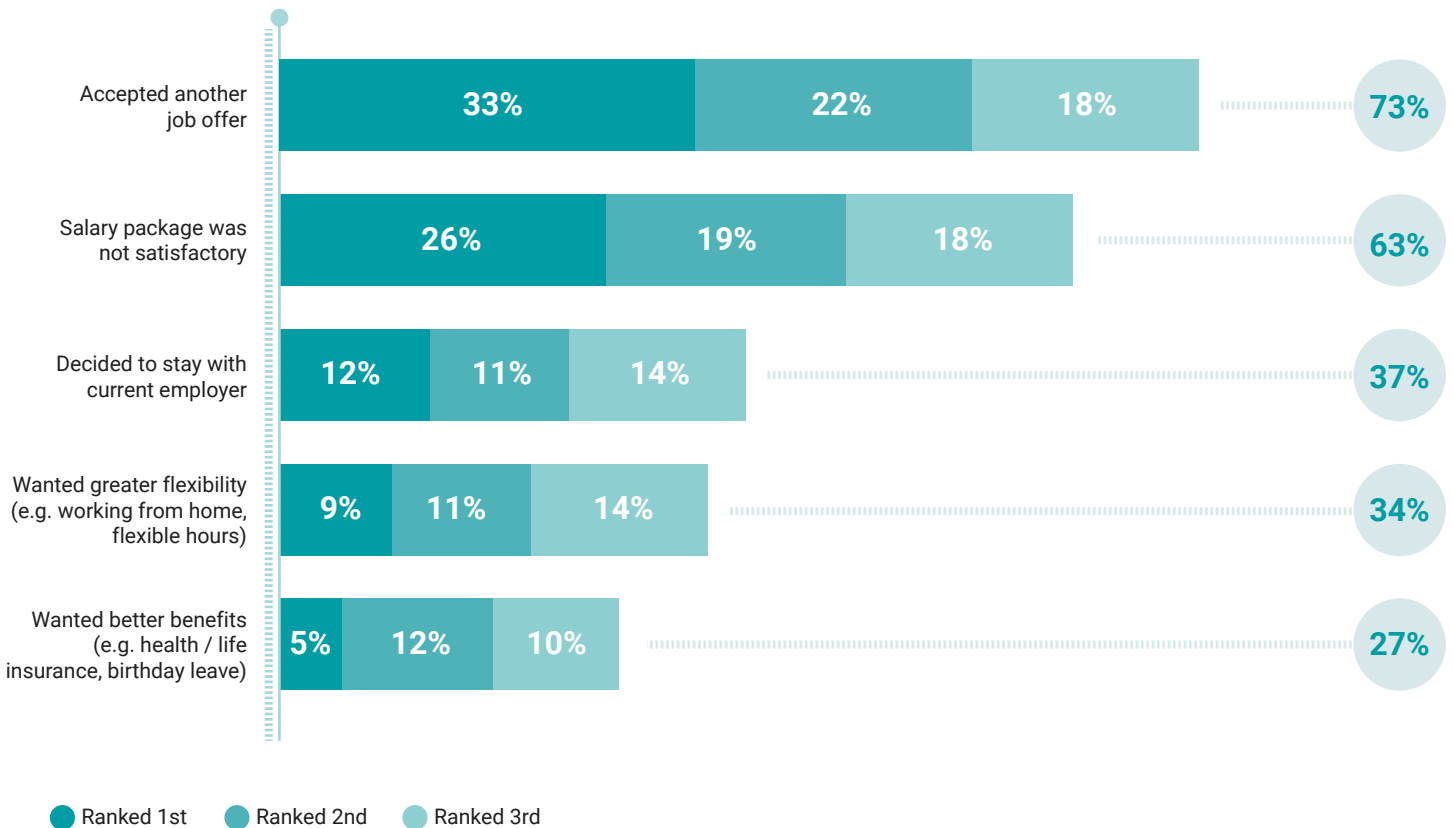


● Ranked 1st   ● Ranked 2nd   ● Ranked 3rd



# Top 5 reasons for turning down a job

Almost **3 in 4 candidates (72%)** turned down a job offer because they accepted another job offer which may encompass better salary packages.



## Did you know?

Salary is not the only draw for jobseekers. With the power shifting to employees, it's important for employers to enrich their perks and benefits package.



# Compensation and Benefits

Companies recognize that aside from salary, compensation and benefits are critical in attracting talent.

7 out of 10 organizations provided performance bonus / contractual bonus in the last 12 months.

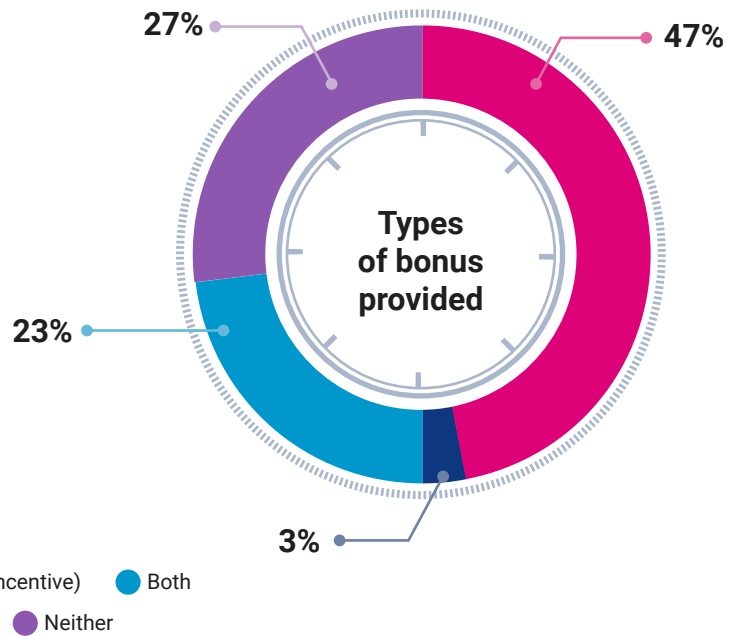


# Performance bonuses in the last 12 months

About 7 out of 10 companies have given their employees performance, guaranteed, or contractual bonus.

Median bonus given ranges from 1-2 months.

Close to 6 out of 10 (59%) of senior/junior associates received a bonus.

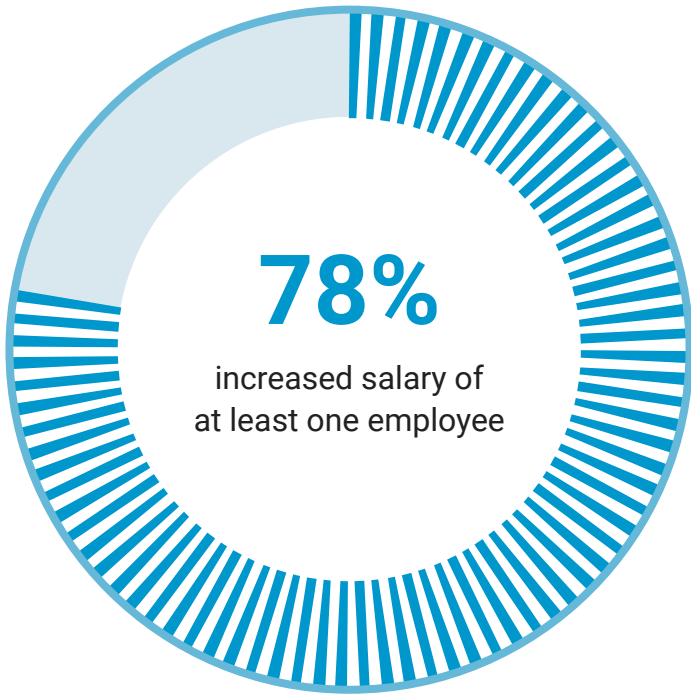


- Performance bonus (i.e. other year-end payment / commissions / incentive)
- Both
- Guaranteed / contractual bonus (i.e. additional months of salary)
- Neither

## Bonuses received according to position level

	Last 12 months			Next 12 months	
	n	% received	Median number of months salary (if received)	% expected to received	Median number of months salary (if received)
CEO / GM / MD	192	50%	2	42%	2
Head of department / Senior director / Director	193	56%	1	49%	1
Associate director / Senior manager	156	52%	2	49%	1
Manager / Assistant manager / Team lead	297	58%	1	59%	1
Senior / Junior associate	288	59%	1	51%	1
Entry level / Management trainee	292	53%	1	54%	1

# Salary increases in the last 12 months



3 out of 4 companies implemented salary increases for their employees.

There's a higher incidence of salary increases across all job levels ranging from 38% (for CEOs) to 73% (for associates).

Salary % increase ranged from 5 – 10% across all levels.

## Salary increments according to position level

	Last 12 months		
	n	% received	Median % of salary increase (if received)
CEO / GM / MD	192	38%	5%
Head of department / Senior director / Director	193	52%	7%
Associate director / Senior manager	156	63%	6%
Manager / Assistant manager / Team lead	297	68%	10%
Senior / Junior associate	288	73%	10%
Entry level / Management trainee	292	58%	6%

# Staff promotion in the last 12 months



60% of companies implemented staff promotions.

The likelihood of promotion increased with organization size, from small (51%) to large (91%).

6 – 10% in salary increment is the most common range of increment offered to promoted employees.





# Leave &

# General Benefits

Special leaves and other general benefits are typically used by companies to attract and retain talent.

- The median number of days for **birthday and compassionate leave** is 1 and 3 days respectively.
- Most popular form of accommodation benefit offered is employee quarters.
- Most popular form of financial benefit offered is medical insurance.



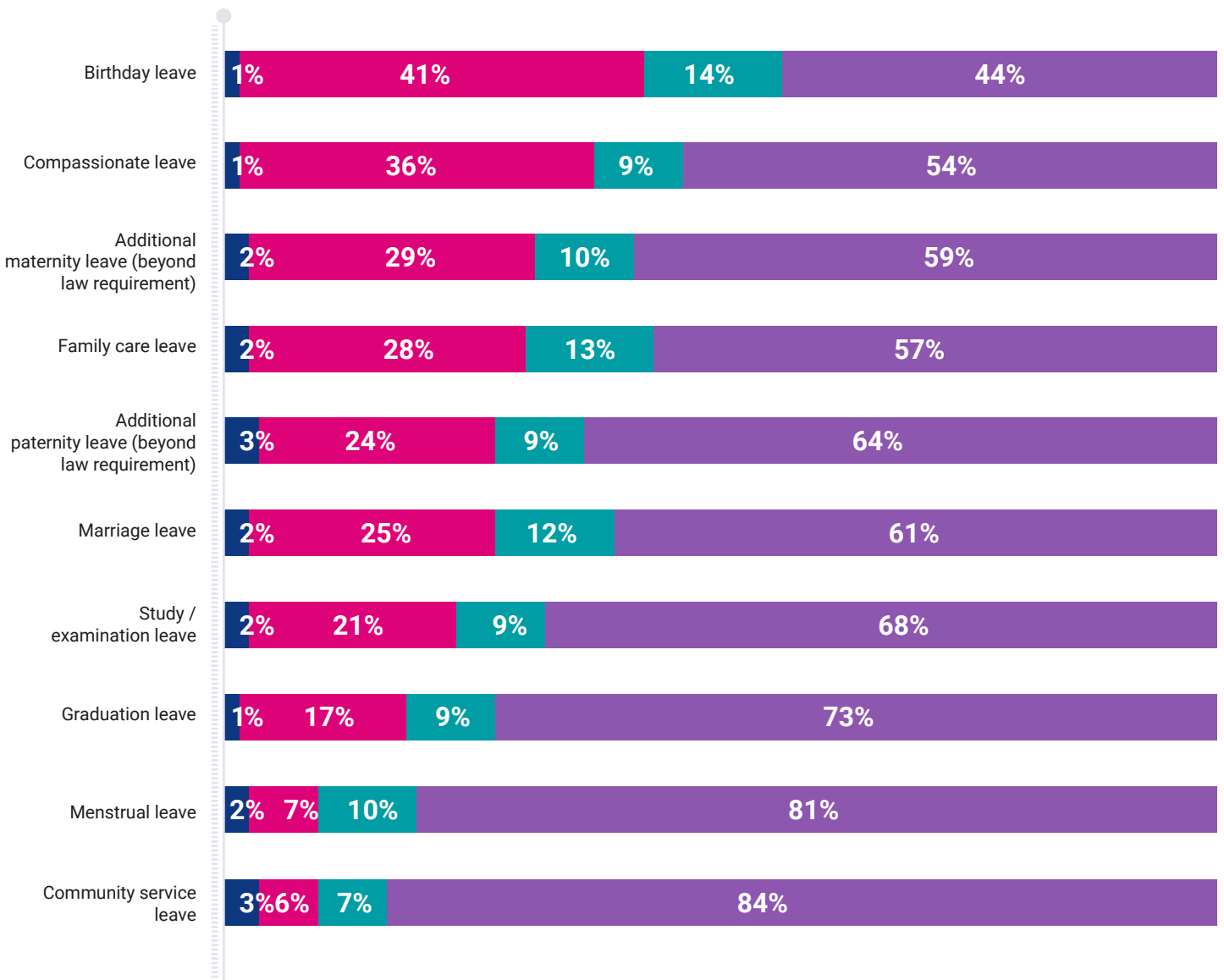




# Current & future outlook of special leave

The most popular special leaves offered by companies are birthday leave and compassionate leave.

More employers are likely to implement family care leave (from 30% to 43%) in the upcoming year.



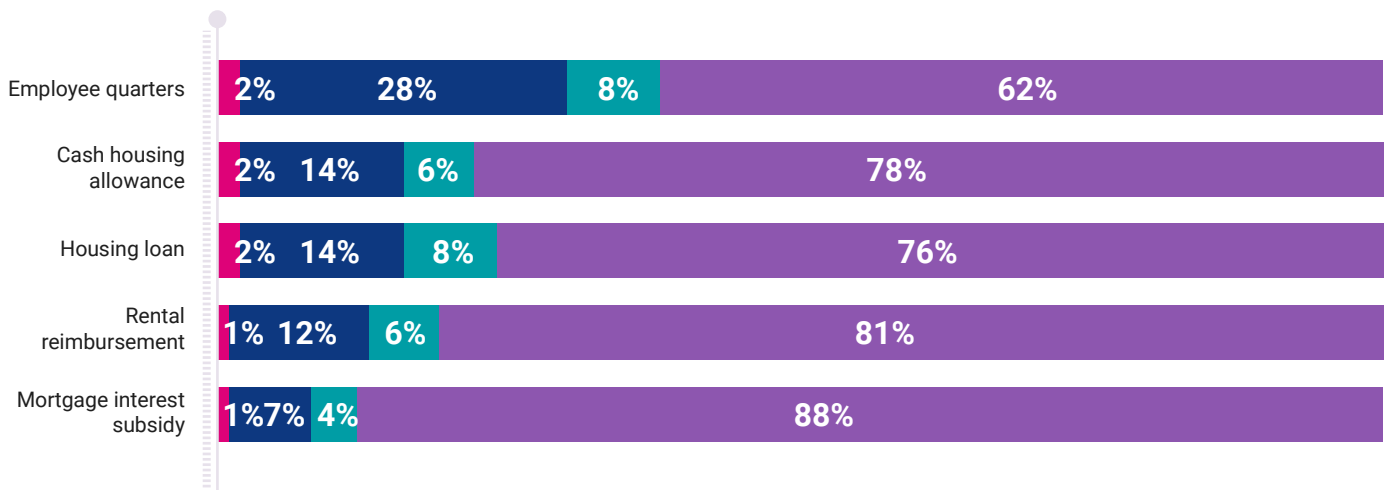
● Provide - planning to reduce / remove     ● Provide  
● Don't provide - planning to add in next 12 months     ● Don't provide - not planning to add in next 12 months



# Current & future outlook of accommodation benefits

The most common form of additional benefits provided are employee quarters (30%) and cash housing allowance (16%).

The benefits which more companies are planning to offer are employee quarters and housing loan at 8% each.



- Provide - planning to reduce / remove
- Provide
- Don't provide - planning to add in next 12 months
- Don't provide - not planning to add in next 12 months

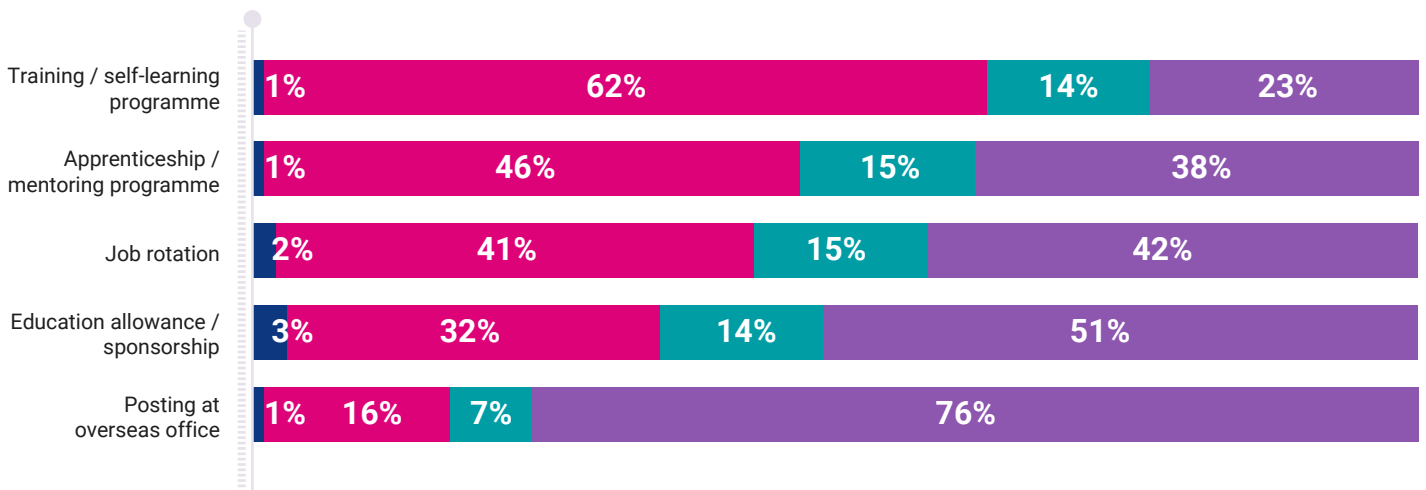




# Current & future outlook of career development programs

Training / self-learning program is the most common form of career development benefits followed by Apprenticeship / Mentoring Program.

Across all benefits, career development programs are the most popular form of benefit that companies are planning to offer in the next 12 months.



- Provide - planning to reduce / remove
- Provide
- Don't provide - planning to add in next 12 months
- Don't provide - not planning to add in next 12 months



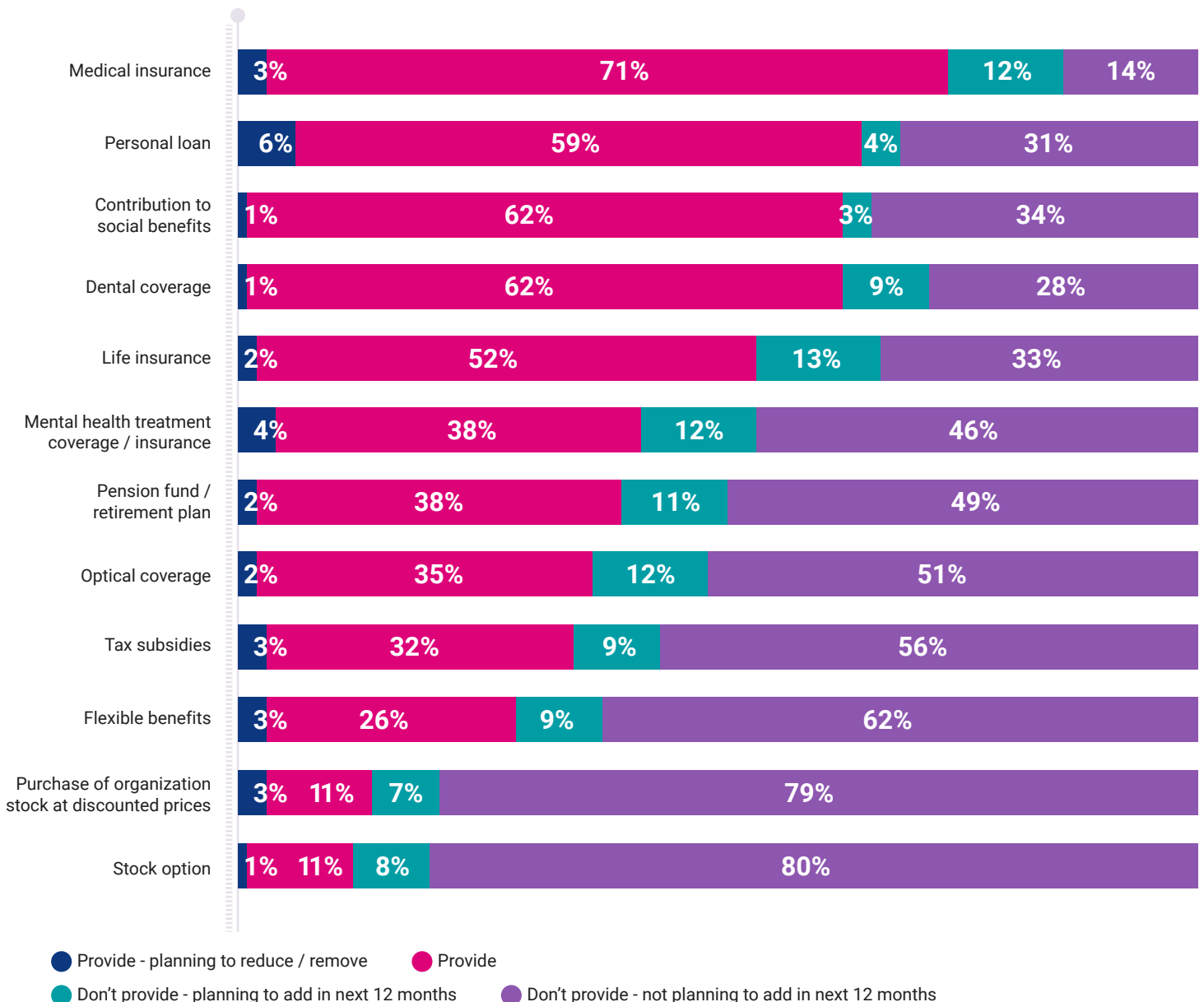


# Current & future implementation of financial benefits

Most companies offer medical insurance to their employees followed by personal loans.

More companies are planning to offer these financial benefits in the next 12 months:

- Life insurance (54% to 67%)
- Medical insurance (74% to 86%)
- Mental health treatment coverage / insurance (42% to 54%)
- Optical coverage (37% to 49%)



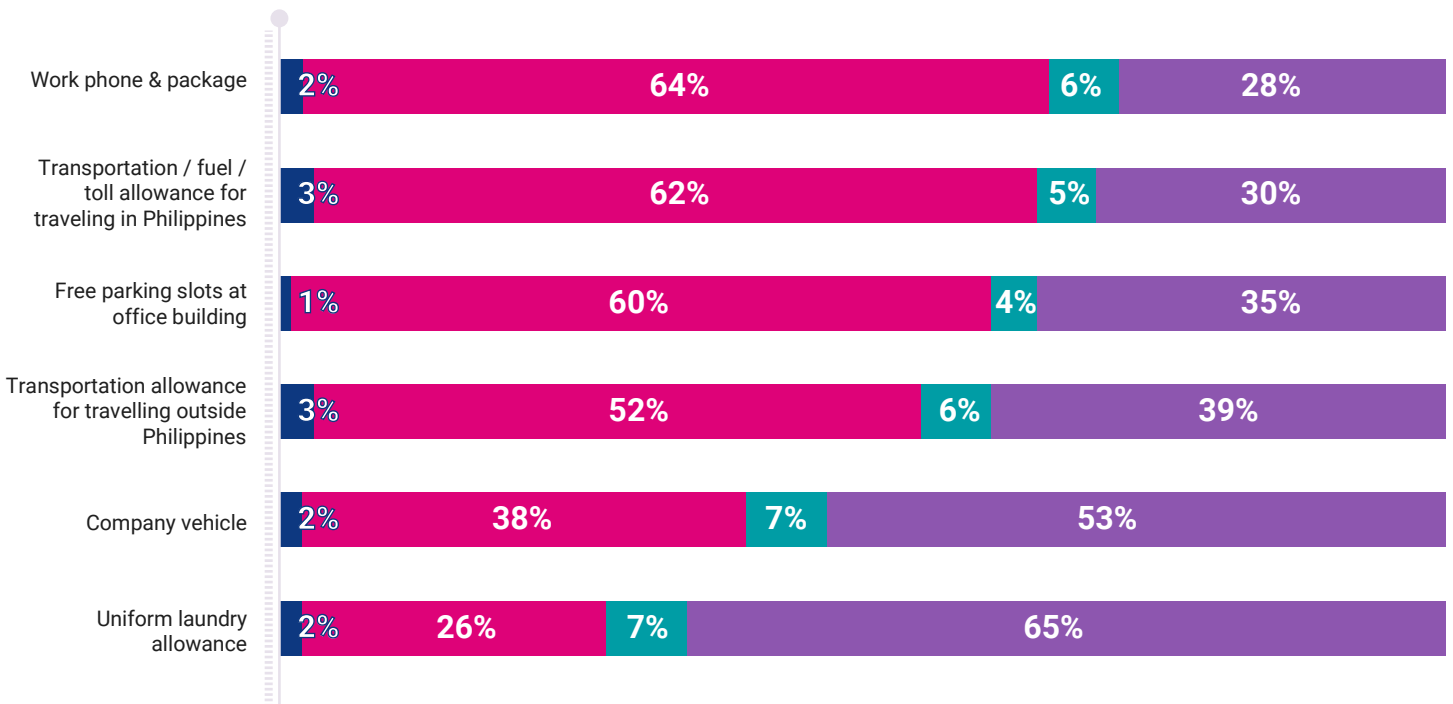


# Current & future outlook of other benefits

Top benefit offered is work phone & package.

Minimal growth is expected for most benefits, the most notable being:

- Company vehicle (40% to 47%)
- Uniform laundry allowance (28% to 35%)



- Provide - planning to reduce / remove
- Provide
- Don't provide - planning to add in next 12 months
- Don't provide - not planning to add in next 12 months

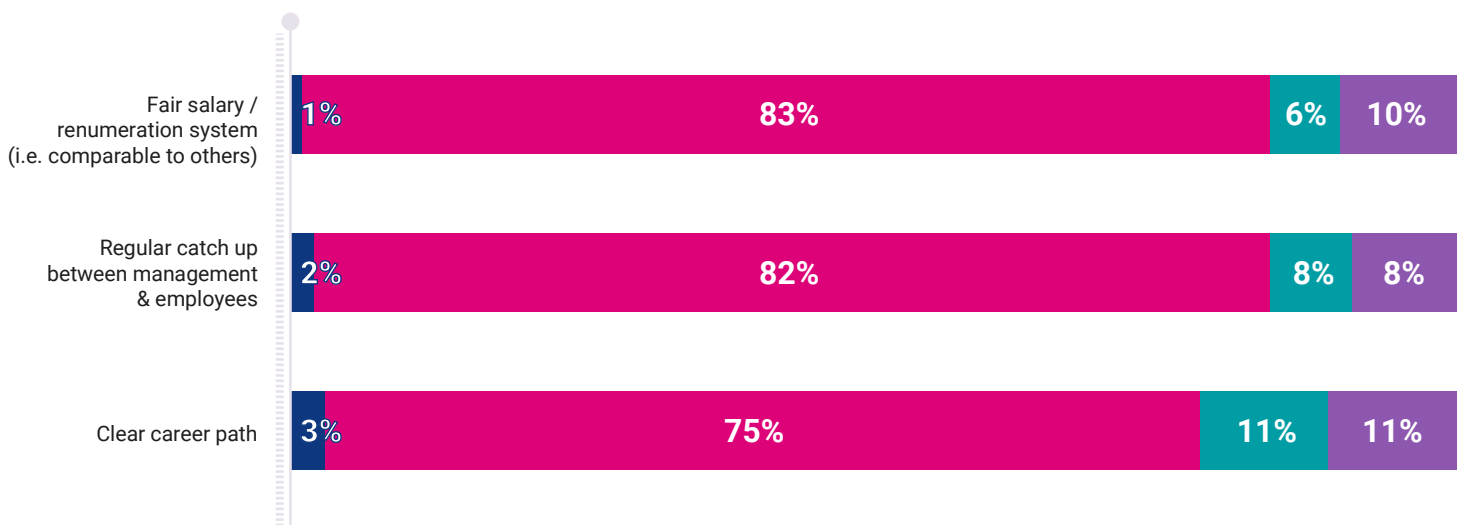






# Current & future outlook of employment engagement communication

More companies are looking to improve their offer to their employees regular catch up between management & employees and a clear career path.



- Provide - planning to reduce / remove
- Provide
- Don't provide - planning to add in next 12 months
- Don't provide - not planning to add in next 12 months

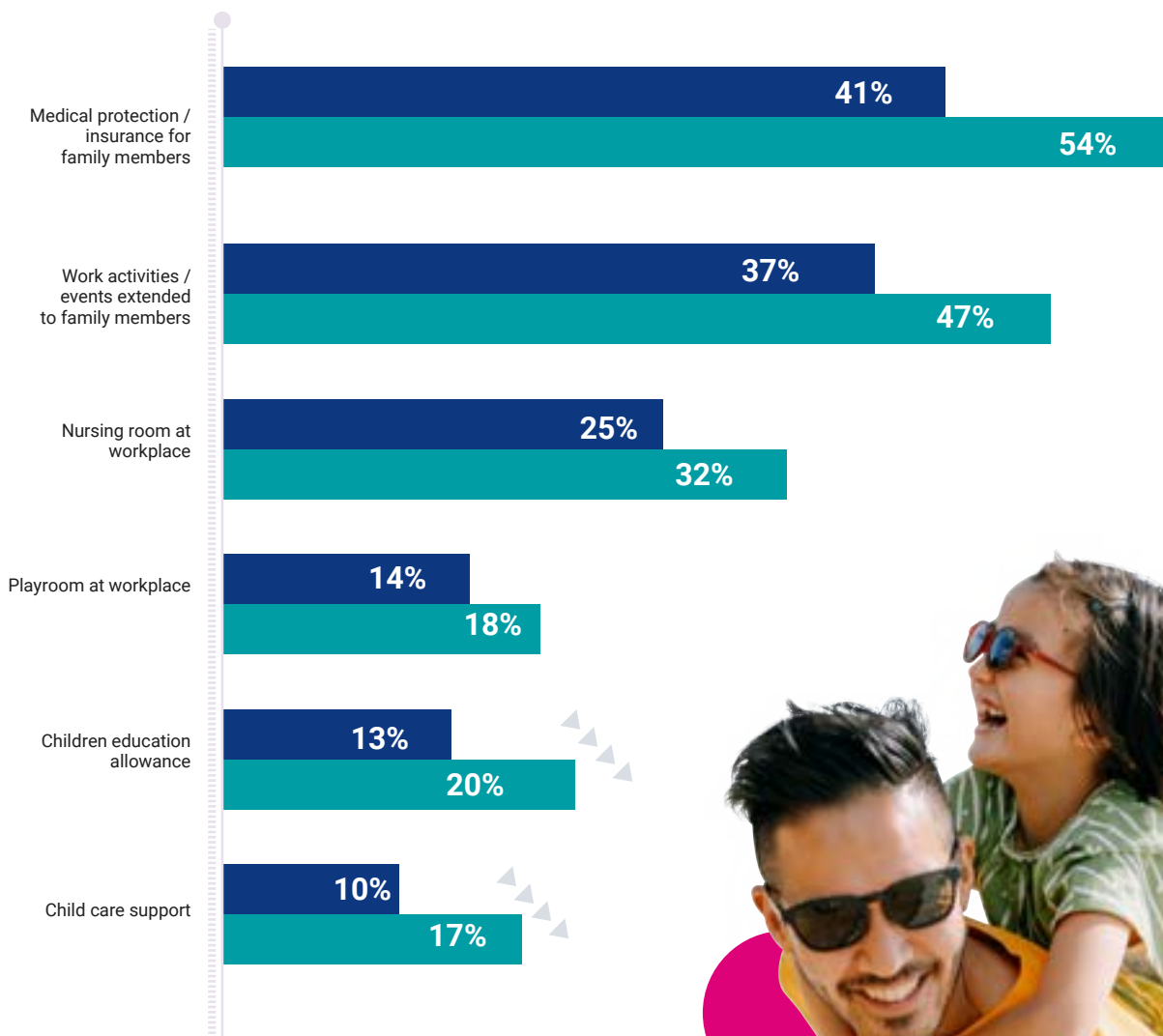




# Current & future outlook of family-friendly benefits

In the next 12 months, the top family-friendly benefits that companies are planning to provide are:

- Medical protection / insurance for family members (+13%)
- Work activities / events extended to family members (+10%)



- Provide now (i.e. provide now and not changing + provide now and planning to reduce / remove)
- Estimate in 12 months (i.e. provide now and not changing + planning to add)



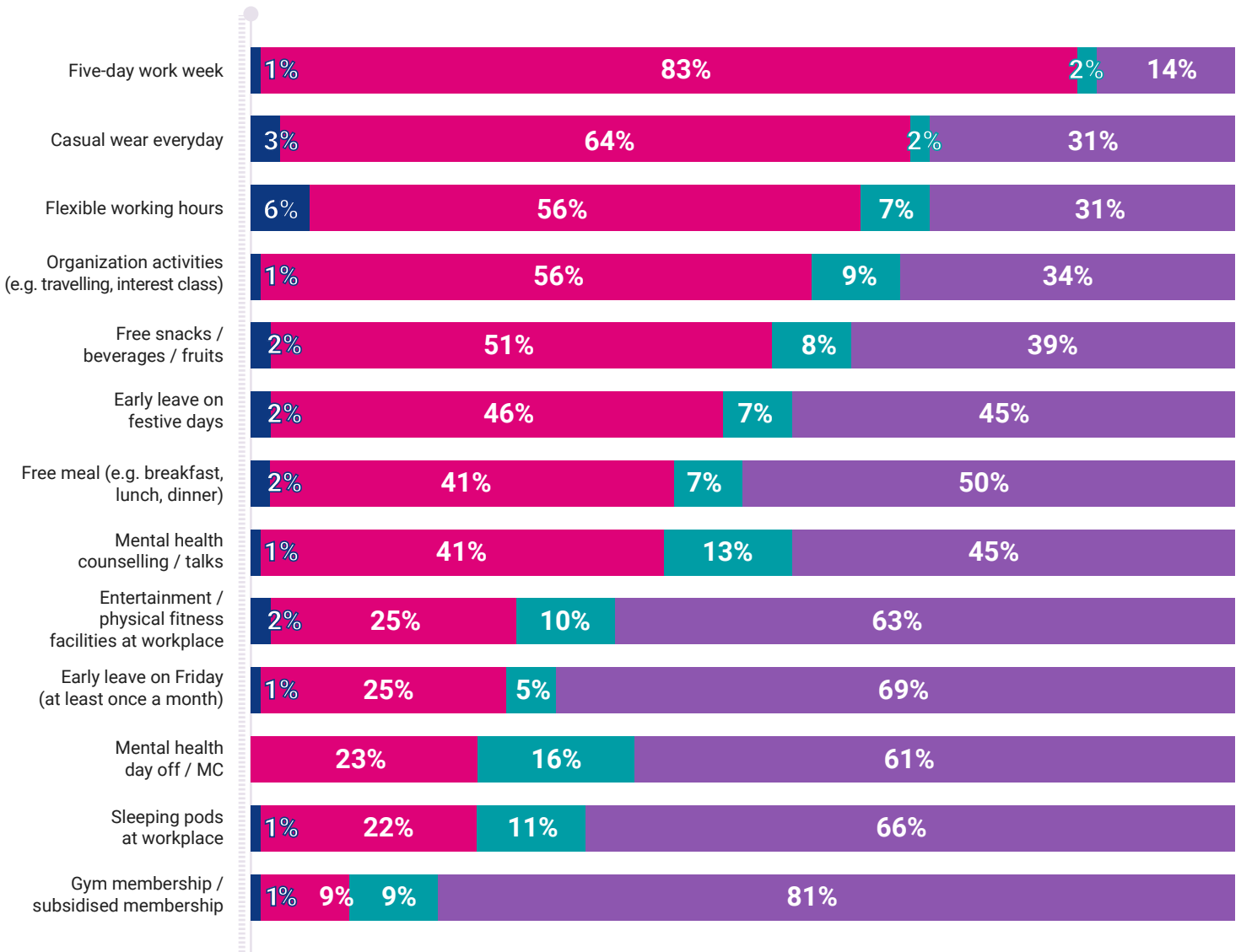


# Current & future outlook of work-life balance benefits

Top family-friendly benefits include 5-day work week, casual wear and flexible working hours. Mental health day off is the biggest growing benefits among all (23 – 38%).

Top work-life balance benefits include 5-day work week, casual wear and flexible working hours.

More companies are prioritizing the mental health of their employees whereby the top benefits that companies are planning to implement are mental health day off (from 23% to 39%) and mental health counselling / talks (from 42% to 55%).



● Provide - planning to reduce / remove     ● Provide  
● Don't provide - planning to add in next 12 months     ● Don't provide - not planning to add in next 12 months

# Human Resources

# Digitalization

“Any company not ready to adapt to remote working will struggle to find, attract and retain the best employees.”

- 1.** Organizations should continue to transform their HR processes to adapt with the changing environment.
- 2.** Digitalisation of HR processes and tools will help organizations remain competitive in the employment marketplace.

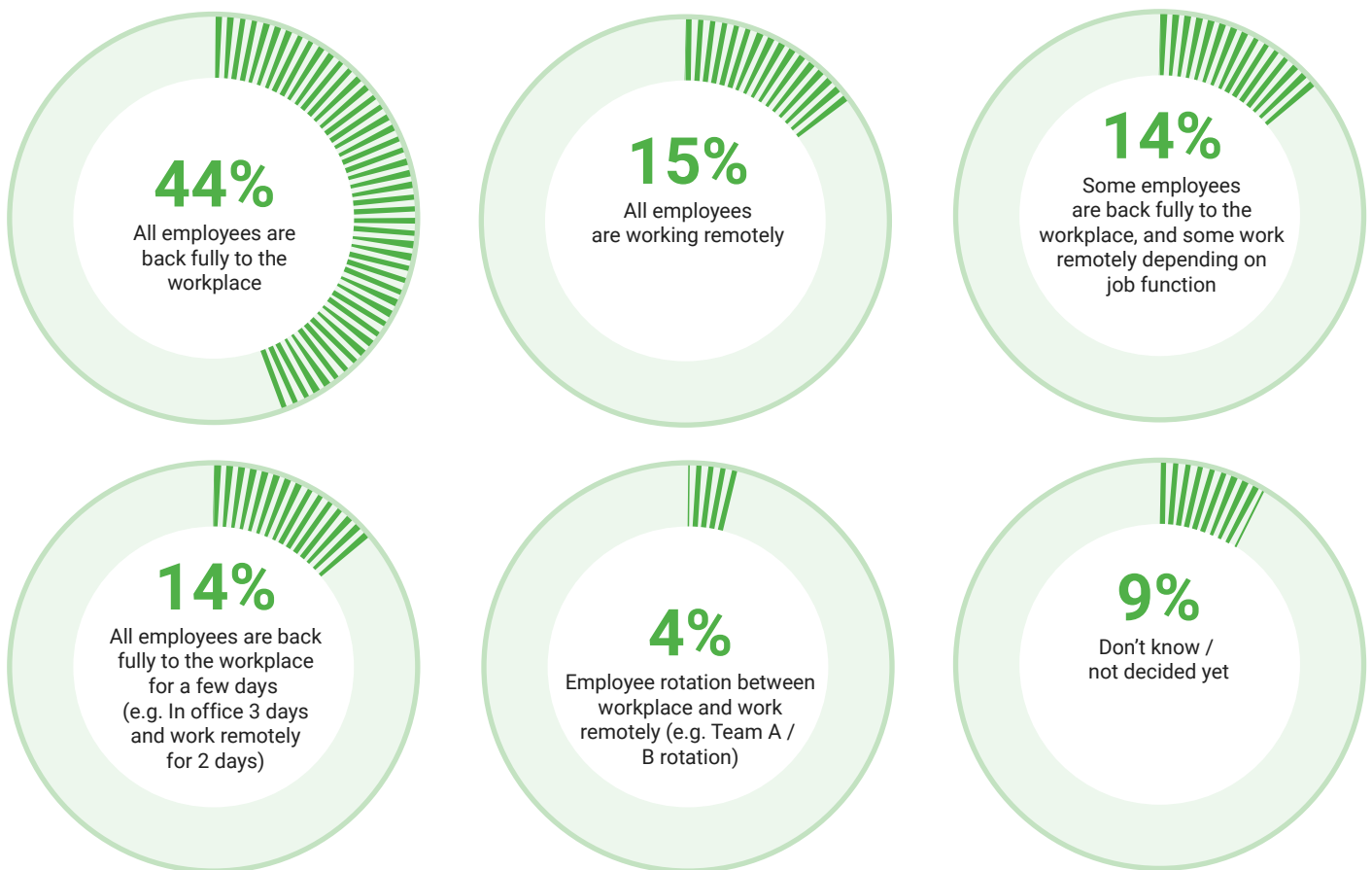


# Workplace arrangement for the next 12 months

In the next 12 months:

- Almost half of the companies (44%) will have their employees to be fully back to the workplace.
- One-third of the companies will implement a hybrid working model.
- A significant group of companies (15%) will have all employees work remotely.

## Remote working arrangements





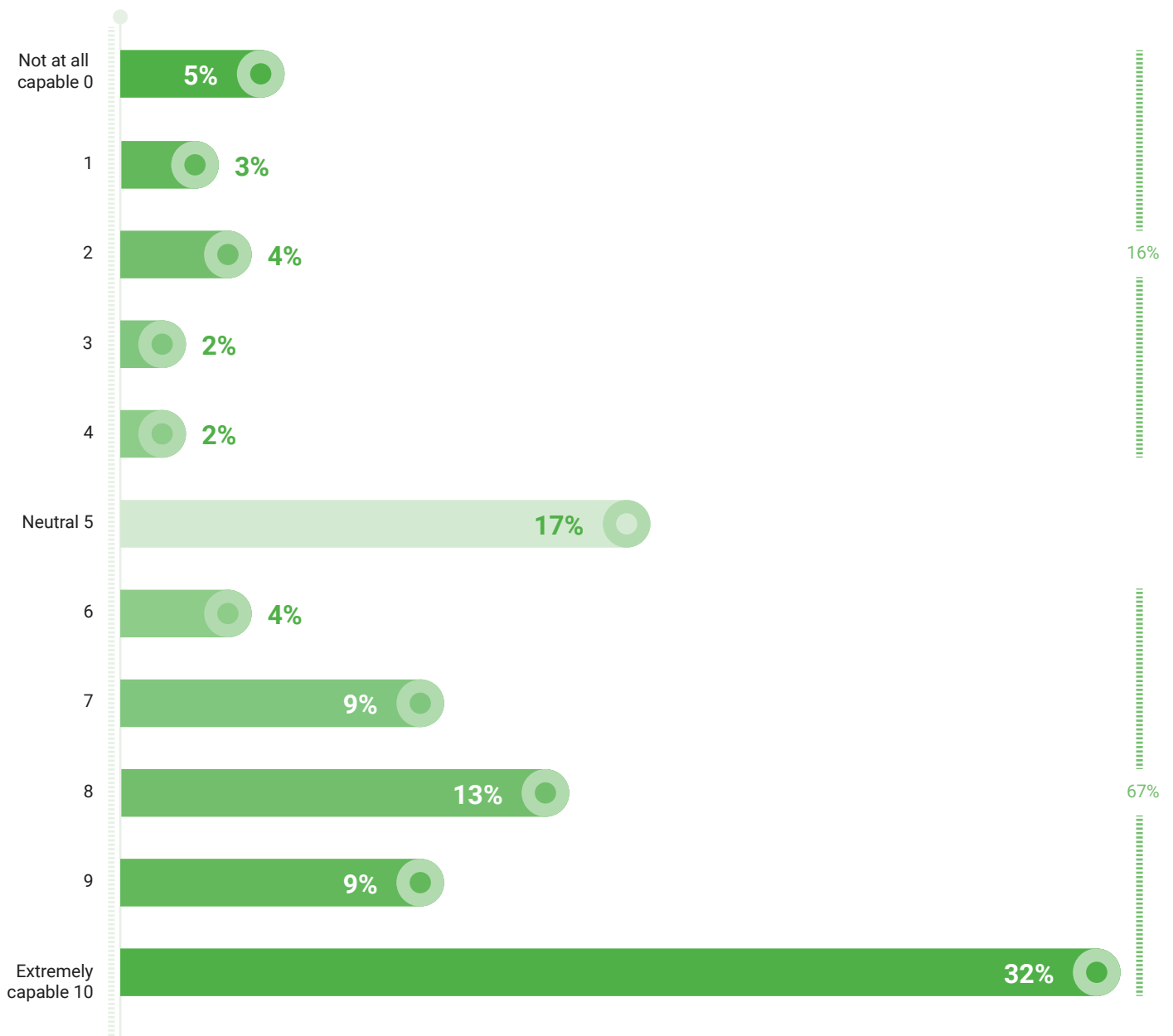
# Remote working capability

Two out of three companies believe that they have some level of capability in supporting their employees remotely.

IT, electrical, electronics and telecommunication felt significantly more capable of supporting their employees to work remotely.

Manufacturing, construction and building feeling significantly less capable of doing so, given the nature of their industries

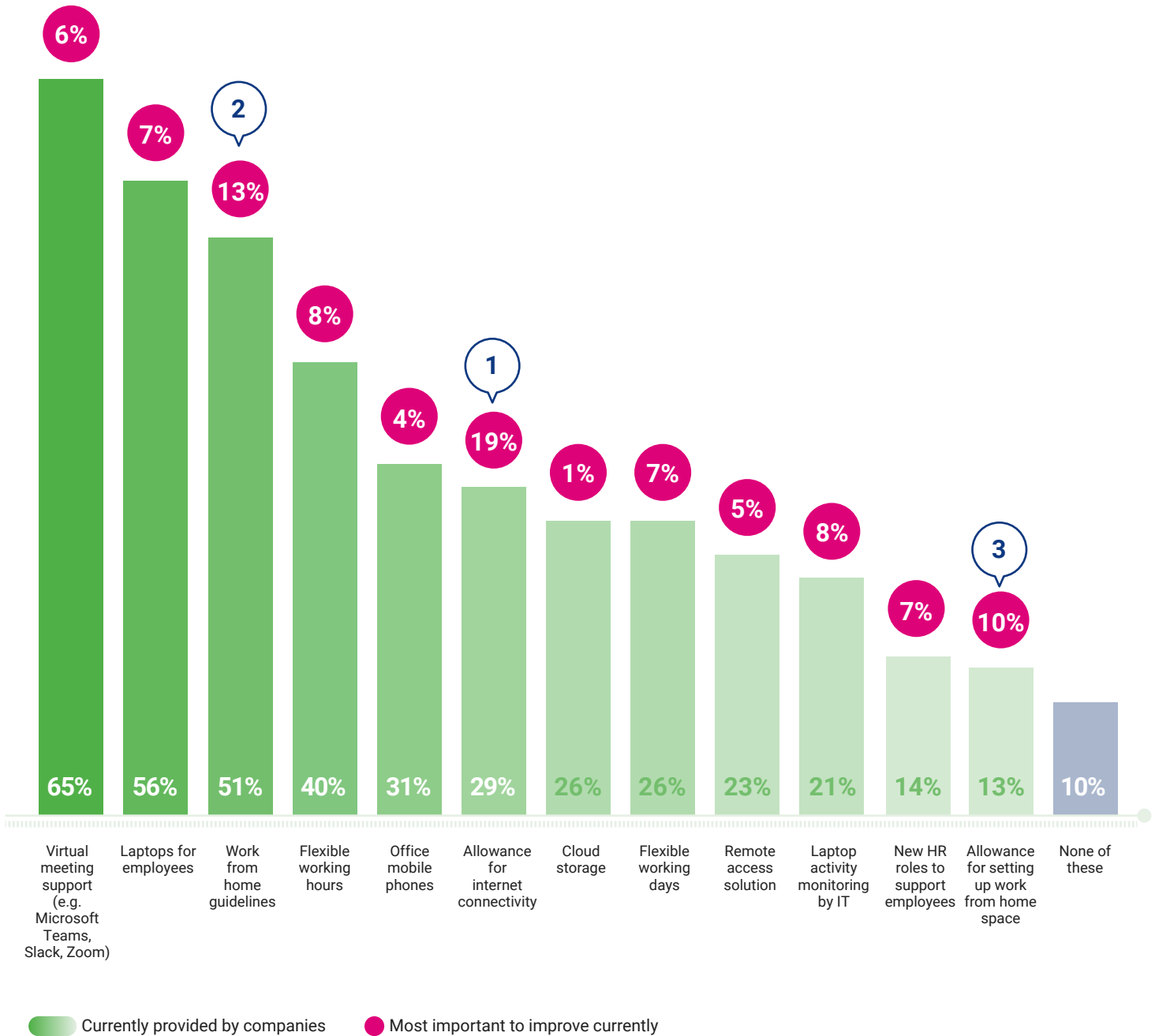
## Capability of supporting remote working



# Remote working support

9 out of 10 companies(90%) provided some form of support for remote working. The most common ones are virtual meeting support, laptops and work from home guidelines.

## Top priorities in improving remote work in the future

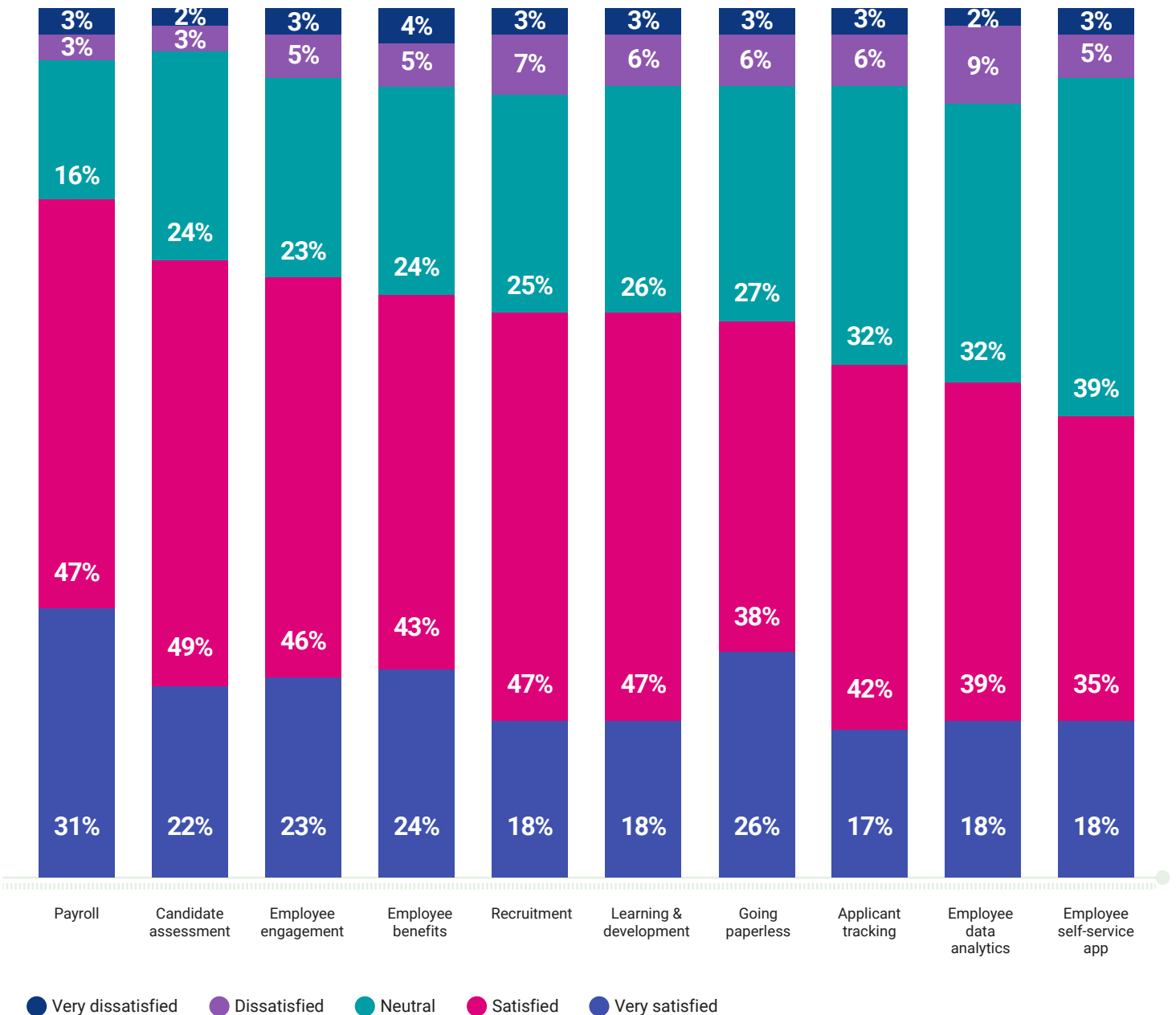


# Satisfaction levels of digital HR processes / tools

Almost 4 out of 5 (77%) organizations are satisfied/very satisfied with their payroll processes/tools

Payroll is the process / tool with the highest level of satisfaction (78%), followed by candidate assessment (71%) and employee engagement (69%). However, these processes / tools have room for improvement because of the large number of companies remaining neutral

Levels of dissatisfaction are highest for employee data analytics (11%) and recruitment (10%)

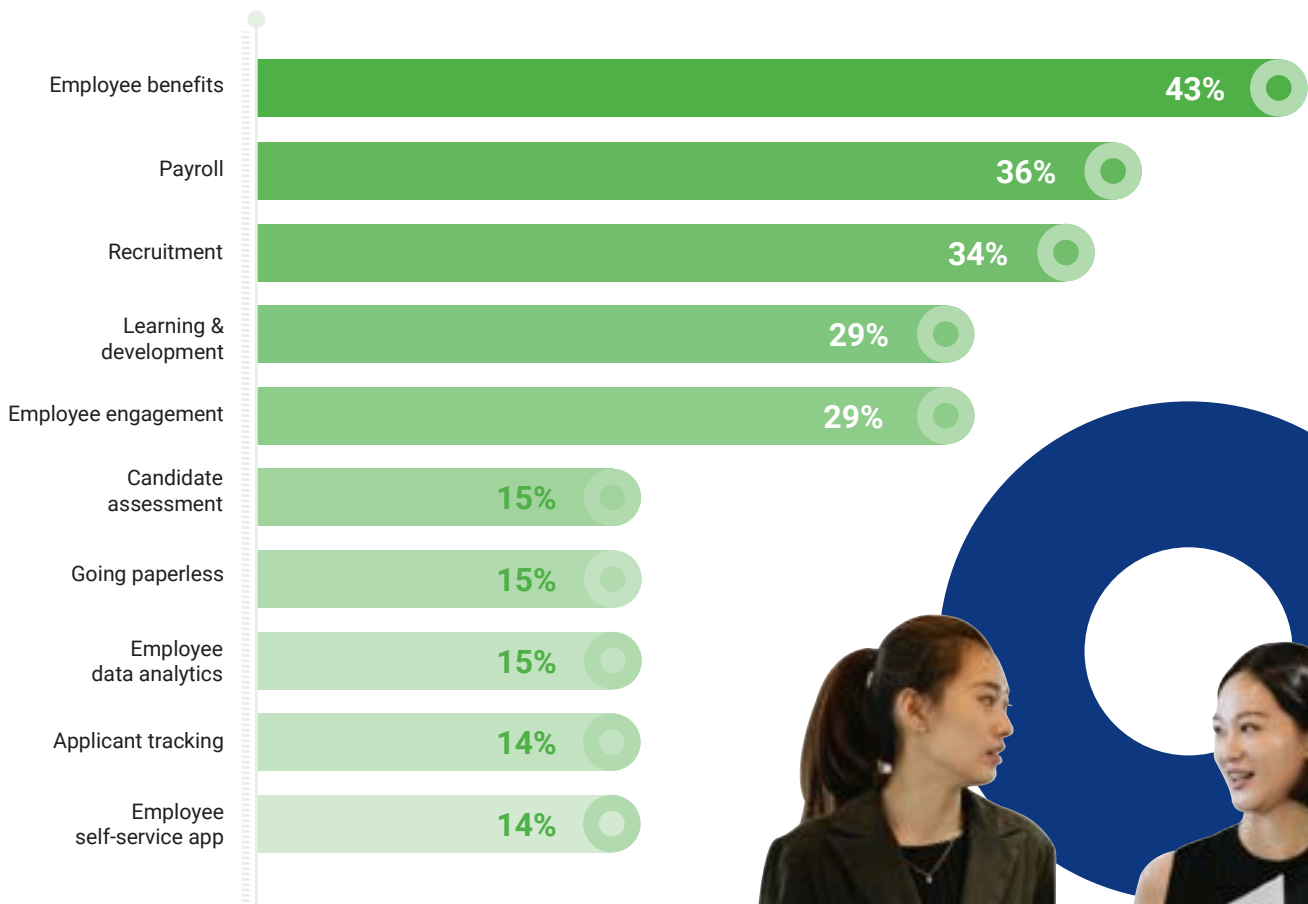


# Digitalisation of HR processes and tools

There is a very high interest in digitalising and upgrading HR processes (88%) amongst companies in the Philippines

The most urgent processes for digital transformation are employee benefits (43%), payroll (36%) and recruitment (34%)

## Processes to be digitalized



“

**It's not just about  
the money. Perks and  
benefits matter too.**

”





# How we can help



## Leverage the Key Attractors

As hiring becomes more competitive, companies should understand all the forces that influence candidates **beyond salaries**. Gain deeper insights with our series of [Signature Reports](#).



## Focus on Employer Branding

Acquire and retain talent by showcasing your Employer Value Proposition to let candidates know you're aligned to their values beyond remuneration. Stand out from competition with [Branded](#) and [Premium Ad](#).



## Reach Out to Talent Proactively

Connect to passive candidates with the right skillset ahead of others with [Talent Search](#).



# 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 navigate the supply and demand of the Philippines job market. As the region's **No. 1 Trusted Talent Partner**, we have the right tools to connect candidates to jobs **4x faster and easier**.

Get access to more than  
**15.3 million talent** in  
the Philippines

**1st choice** among  
Filipino job seekers

**Most searched** for  
career partner

Over **120 million**  
page views

**22 minutes** – average  
time spent per unique  
visitor on website

Source: Jobseeker and Employer Market Survey 2022 by a third-party research agency and JobStreet Internal Data.

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