



Hiring, Compensation & Benefits Report 2024

**Your essential guide
to attract, motivate,
and retain top talent.**



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Introduction

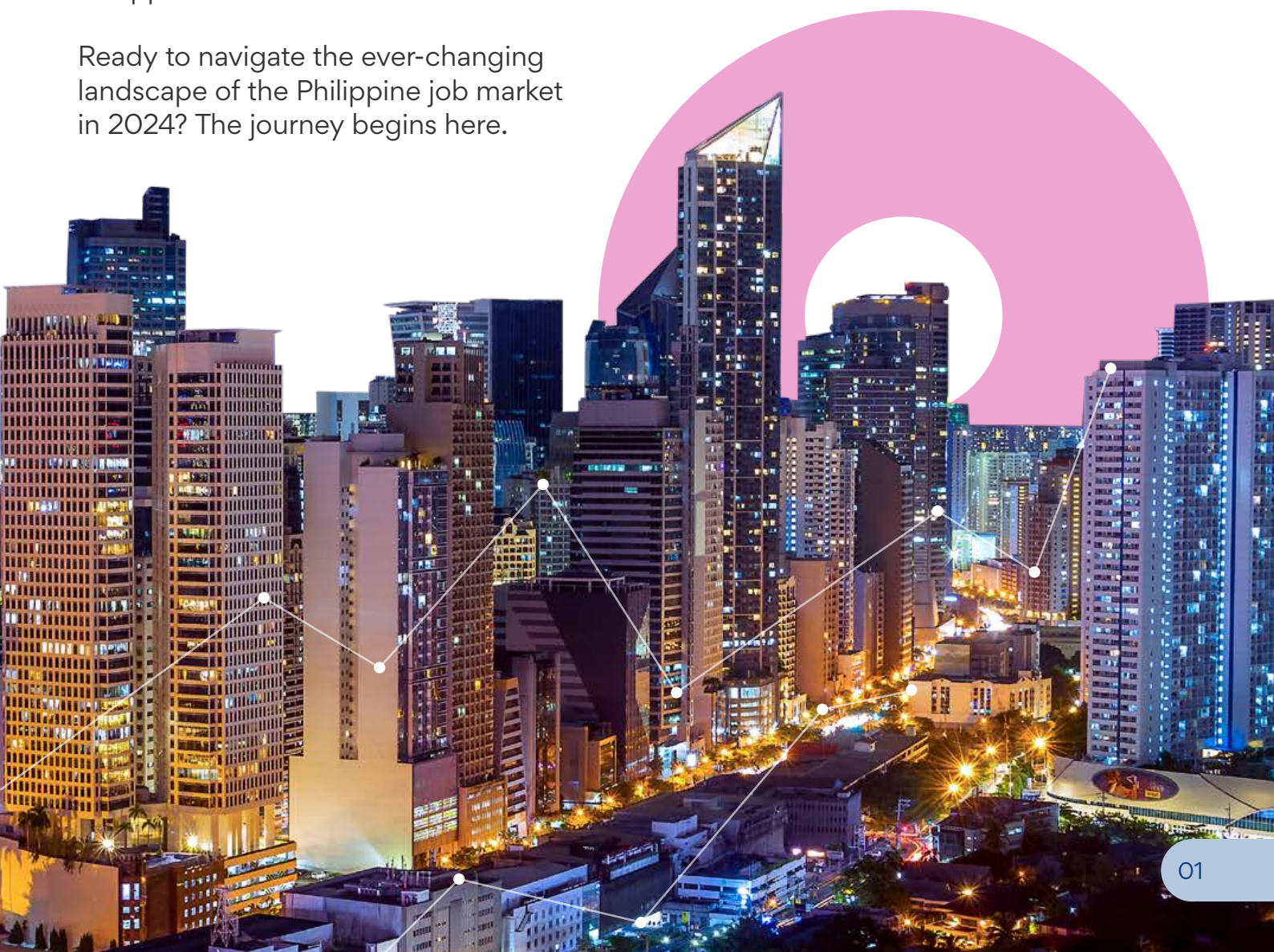
Embracing transformations: Navigating the Philippines' evolving job market

2024 is just the beginning of a rapidly evolving employment landscape. As the No. 1 Trusted Talent Partner in online employment marketplaces, Jobstreet by SEEK stands at the forefront of this transformation. This report will help you revolutionize employment by leveraging unique data and technology to create innovative solutions and insights into the future of work.

With data gathered from 685 companies in the Philippines across a diverse range of industries and job roles, the 2024 Outlook | Hiring, Compensation and Benefits for the Philippine market is Jobstreet by SEEK's commitment to your success.

More than just a collection of facts and figures, it's a roadmap to attract top-tier talent. It nurtures their growth in a workplace culture that aligns seamlessly with the Philippines' work environment.

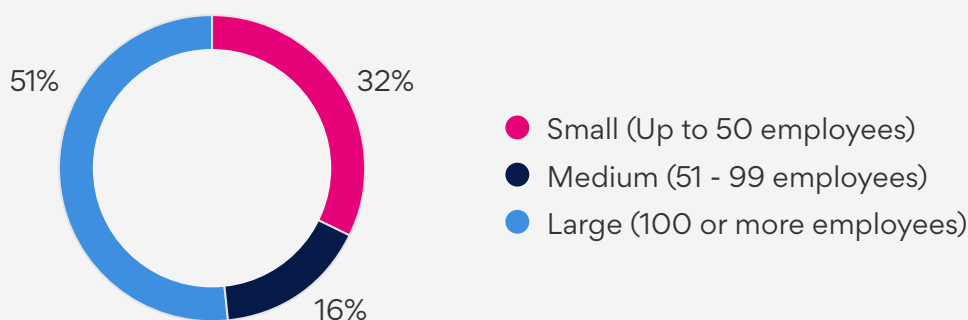
Ready to navigate the ever-changing landscape of the Philippine job market in 2024? The journey begins here.



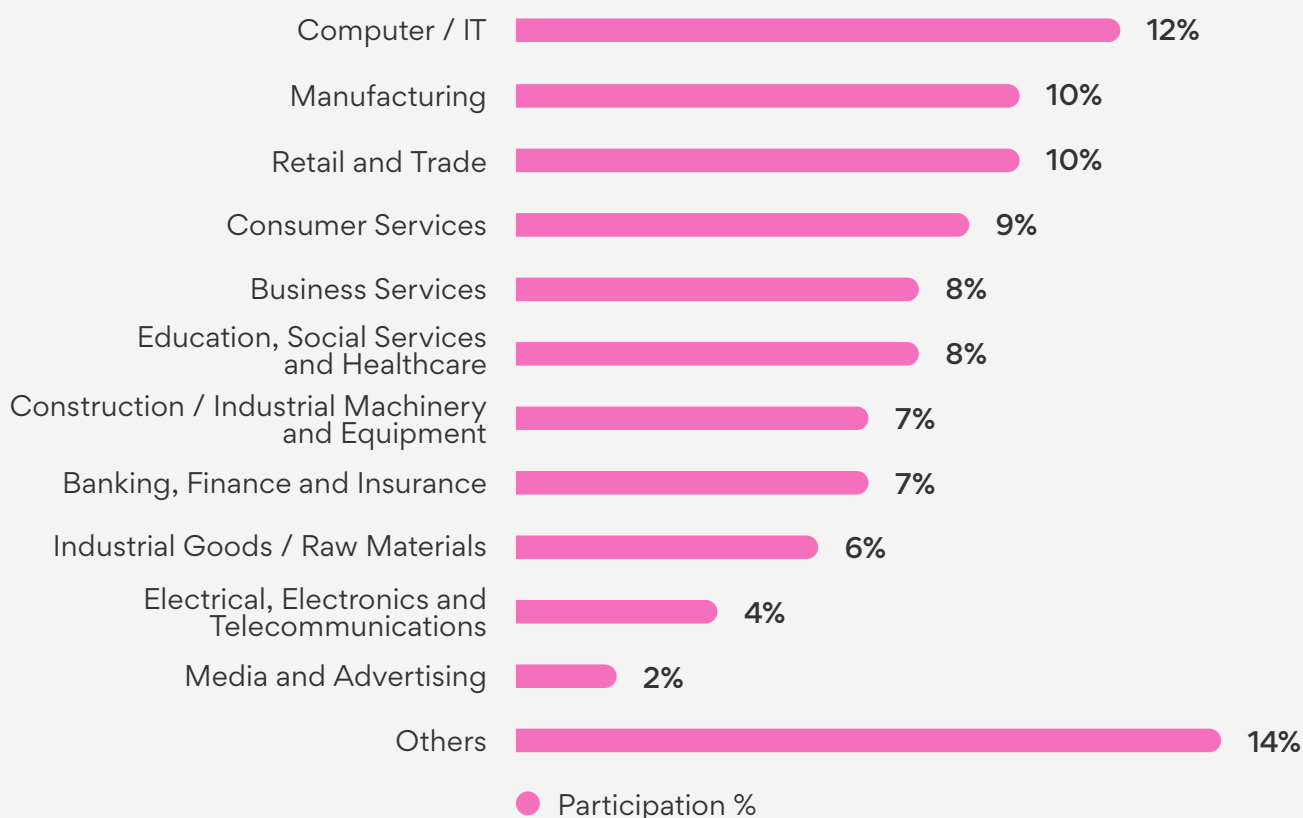
Scope and methodology

For this report, we spoke to **685** hiring professionals in the Philippines in **September 2023**. Topics covered include hiring activities and HR-related aspects such as remuneration, annual leaves, general benefits and current working conditions. A multitude of industries and company sizes were covered for a healthy and unbiased result. The data is then weighed out to the hirer distribution of Jobstreet by SEEK.

Organization size of surveyed companies



Industries of surveyed companies



Disclaimer: In this report, some of the percentages do not add up to 100% or exceed 100% due to rounding up / down of numeral fractions.

Hiring Trends: Today & Tomorrow



Leading hiring trends in the Philippine job market

As we stride into the future, the dynamics of talent acquisition are shifting. 2022 witnessed a resurgence of hiring activities in Asia, a momentum that carried into 2023. Digitalization and remote work have reshaped the landscape of employment. Coming out of the pandemic, a “new normal” now guides how talent are hired and engaged.

This section of our report embarks on an in-depth exploration of hiring trends. As the workforce dynamics continue to evolve, shaped by digital advancements, socio-economic shifts, and global influences, it becomes imperative to decipher the nuanced patterns that define contemporary hiring practices.

Understanding these intricate trends of the Philippine market will give employers a competitive edge as they develop a more strategic recruitment approach in the years to come.

Let's explore the key themes, confront the challenges, and seize the opportunities that are shaping the way organizations in the Philippines attract, engage, and retain talent. Armed with these actionable insights, employers and HR professionals can make informed hiring decisions that will shape the future of hiring trends.

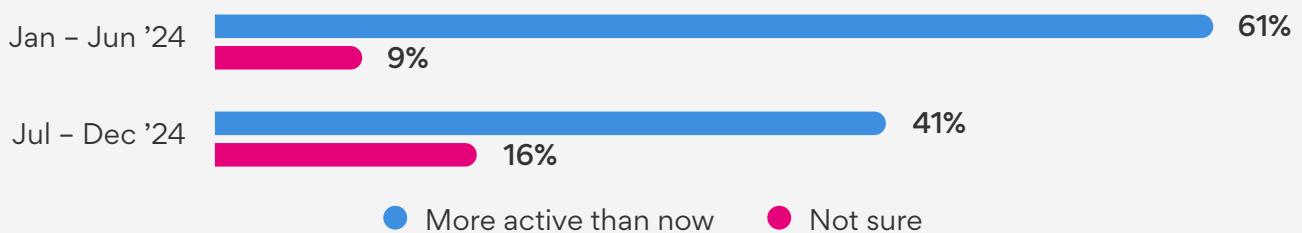


Employment market expectations

Overall, the employment market in the Philippines looks set to remain positive for 2024. 61% of the hirers surveyed displayed confidence that the job market will be more active during H1 of the year 2024 – reflecting an optimistic overall outlook of more hiring by businesses and active jobhunting by candidates.

However, there is a noticeable decline in confidence for the second half of 2024, dropping to 41%. This decline is attributed to a higher degree of uncertainty, with 16% of hirers mentioning their uncertainty about the job market's outlook during that period – which could be influenced by various factors, including economic conditions and global events.

Hirer confidence in activeness of the Philippine job market



Overview of hiring activity in 2023

For hiring behavior in 2023, almost all of the companies hired at least one employee within the year (99%) an improvement from 2022 (89%). Furthermore, permanent full-time employees accounted for the largest portion of this growth, representing 94% of the new hires, which demonstrates a strong commitment to building a stable and long-term workforce.

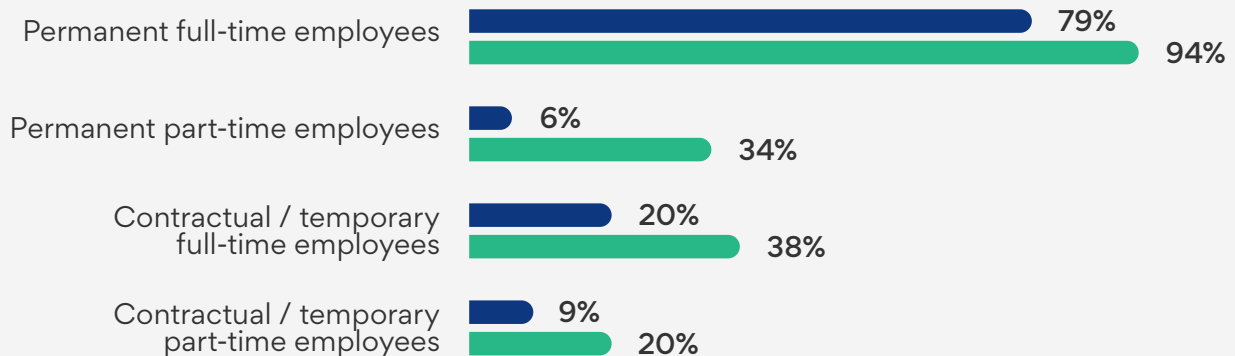
Other forms of growth were reflected across various type of employees, but the biggest increase came from permanent part-time employees at +28% compared to 2022. Companies may hire more part-time employees to enhance scheduling flexibility, save on benefits costs, manage seasonal or fluctuating workloads, explore specialized skills, conduct trial periods, and attract individuals seeking better work-life balance.

Employers that were actively hiring in 2023

Employers that hired new employees:



Type of new employees hired:



● 2022 ● 2023

Overview of hiring activity in 2023

In 2023, the increase in hiring activity was driven primarily by small businesses, which saw an 11% growth in recruitment. Large and medium-sized companies surveyed remained active hiring throughout the year.

Interestingly, the type of employee hired the most across all business sizes was permanent PT employees, at +26% for small businesses, +39% for medium-sized businesses and +33% for large companies. This indicates a strategic shift in workforce dynamics, likely driven by the need for flexibility and project-based roles.

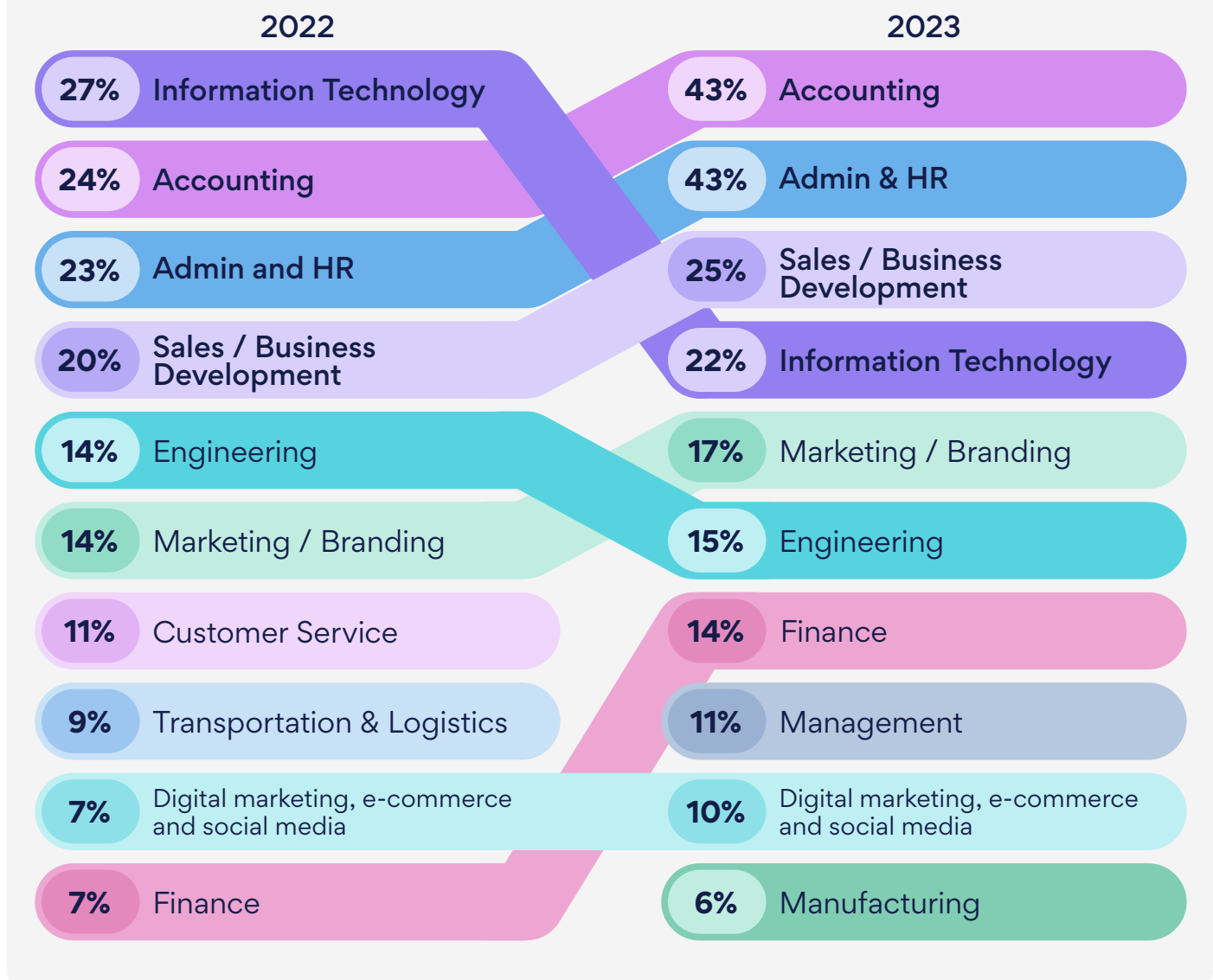
Employers that were actively hiring in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	161	224	
Employers that hired new employees	85%	96%	+11%
Type of New Employees hired:			
Permanent FT employee (s)	75%	92%	+17%
Permanent PT employee (s)	5%	31%	+26%
Contractual/temporary FT employee (s)	17%	32%	+15%
Contractual/temporary PT employee (s)	9%	19%	+10%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	56	111	
Employers that hired new employees	98%	100%	+2%
Type of New Employees hired:			
Permanent FT employee (s)	86%	99%	+13%
Permanent PT employee (s)	2%	41%	+39%
Contractual/temporary FT employee (s)	20%	46%	+26%
Contractual/temporary PT employee (s)	9%	22%	+13%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	221	350	
Employers that hired new employees	100%	100%	0%
Type of New Employees hired:			
Permanent FT employee (s)	95%	99%	+4%
Permanent PT employee (s)	10%	43%	+33%
Contractual/temporary FT employee (s)	33%	59%	+26%
Contractual/temporary PT employee (s)	12%	25%	+13%

Overview of hiring activity in 2023

For the 99% of companies which hired in 2023, the top 5 job functions hired remained largely consistent compared to 2022. The key difference was Accounting and Admin & HR surging to the top spots at 43%. Marketing / Branding also overtook Engineering at 17%. This shift highlights the importance of marketing and branding expertise in today's evolving business landscape.

Top 10 permanent full-time job functions hired

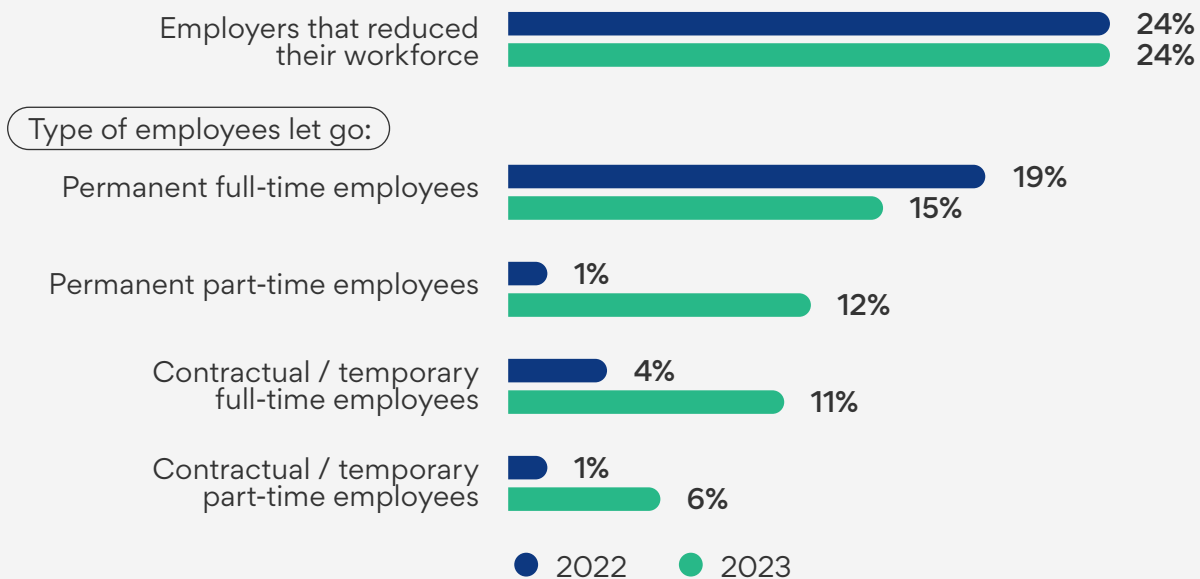


Overview of workforce reduction in 2023

24% of companies reduced their workforce in 2023, mirroring the figures from 2022. However, there was an increase in the number of roles let go, with permanent full-time employees representing the largest share at 15%. Permanent part-time employees and contractual/temporary full-time employees were next at 12% and 11% respectively.

In comparison to 2022, there was a notable rise in the reduction of permanent part-time employees, with a significant increase of 11% compared to other employee categories. This indicates a change in the approach to workforce adjustments, where part-time positions were more affected in 2023.

Employers that reduce workforce in 2023



Overview of workforce reduction in 2023

Fewer small businesses reduced their workforce this year in the Philippines. However, medium and large businesses reported an increase. This shift is attributed to various departments undergoing restructuring, downscaling, and higher turnovers – all of which were in the news earlier this year.

Medium-sized businesses, in particular, reduced their permanent part-time and contractual/temporary full-time employees significantly. These developments reflect the dynamic nature of workforce adjustments, with larger businesses and medium-sized companies driving the increase in employee reductions for 2023.

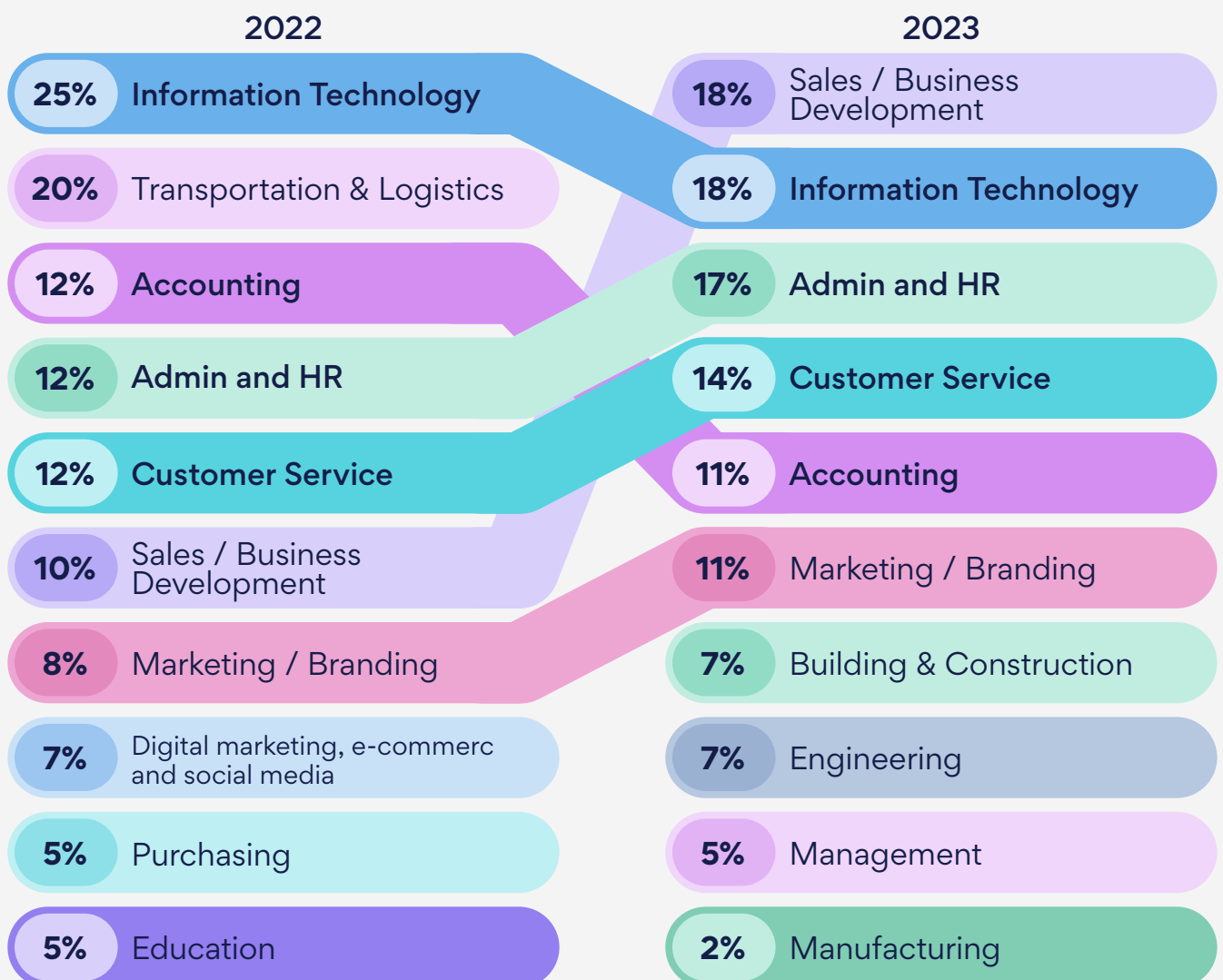
Employers that reduce workforce in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	161	224	
Employers that reduced their workforce	24%	20%	-4%
Types of Employee Let Go:			
Permanent FT employee (s)	20%	14%	-6%
Permanent PT employee (s)	2%	13%	+11%
Contractual/temporary FT employee (s)	3%	11%	+8%
Contractual/temporary PT employee (s)	1%	5%	+4%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	56	111	
Employers that reduced their workforce	13%	21%	+8%
Types of Employee Let Go:			
Permanent FT employee (s)	11%	14%	+3%
Permanent PT employee (s)	0%	13%	+13%
Contractual/temporary FT employee (s)	0%	12%	+12%
Contractual/temporary PT employee (s)	2%	8%	+6%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	221	350	
Employers that reduced their workforce	24%	29%	+5%
Types of Employee Let Go:			
Permanent FT employee (s)	18%	17%	-1%
Permanent PT employee (s)	0%	10%	+10%
Contractual/temporary FT employee (s)	7%	13%	+6%
Contractual/temporary PT employee (s)	2%	9%	+7%

Workforce reduction by job function in 2023

Of the 24% of companies that downsized their workforce in 2023, the top 5 job functions affected were mostly consistent with 2022, except for Sales/Business Development which took the top spot, accounting for 18% of the reductions, up from 10% in the previous year. Information Technology (18%) and Admin & HR (17%) followed closely behind. This change reflects a shift in staffing priorities, where Sales and Business Development roles were the most impacted during the downsizing.

Top 10 permanent full-time job functions let go



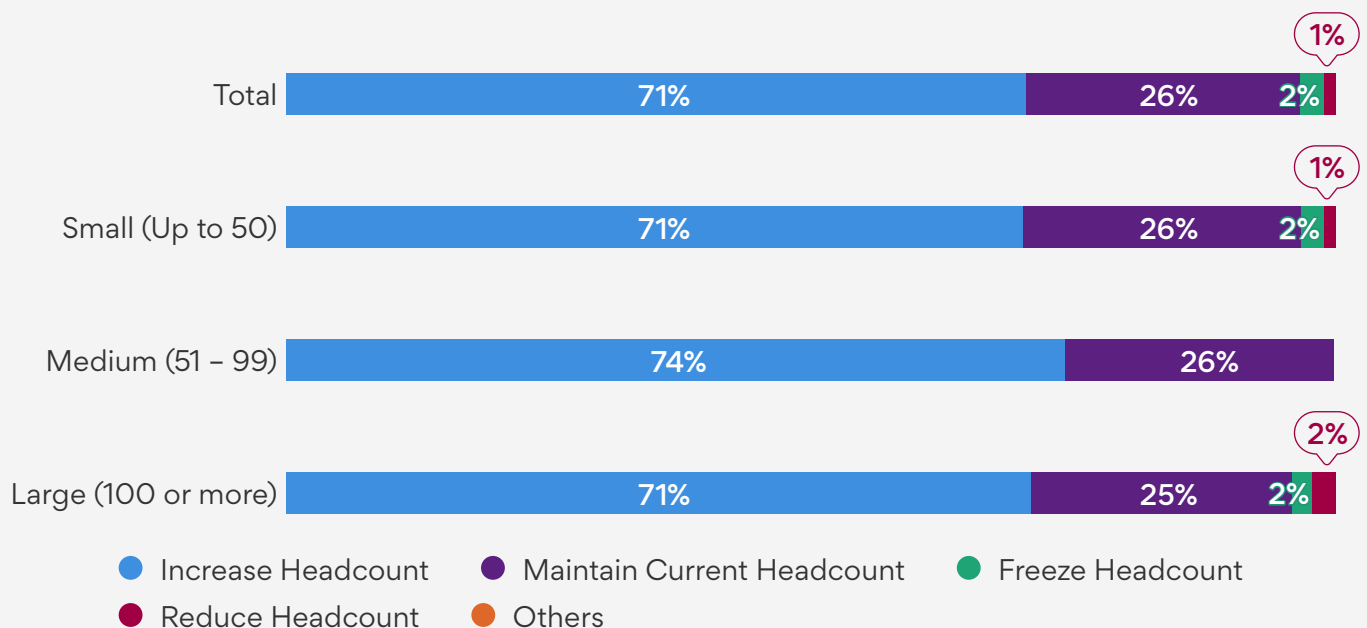
Hiring plans for H1 2024

For the first half of 2024, the majority of the surveyed companies (71%), across all company sizes expressed plans to expand their workforce, reflecting a prevailing optimism and focus on growth.

Medium-sized companies, often pivotal in the business world, led this hiring surge, with 74% aiming to increase their headcount, showcasing their confidence in seizing opportunities and meeting growing demand.

26% of surveyed companies are not pursuing workforce expansion, opting for workforce stability, signifying a commitment to maintain operations without major downsizing or disruptions.

Jan – Jun 2024 hiring plans for permanent employees



*Notes:

Maintain headcount = can replace / rehire if employee resigns

Freeze headcount = cannot replace / rehire if employee resigns

Reduce headcount = lay-off employees

Others = close / relocate business

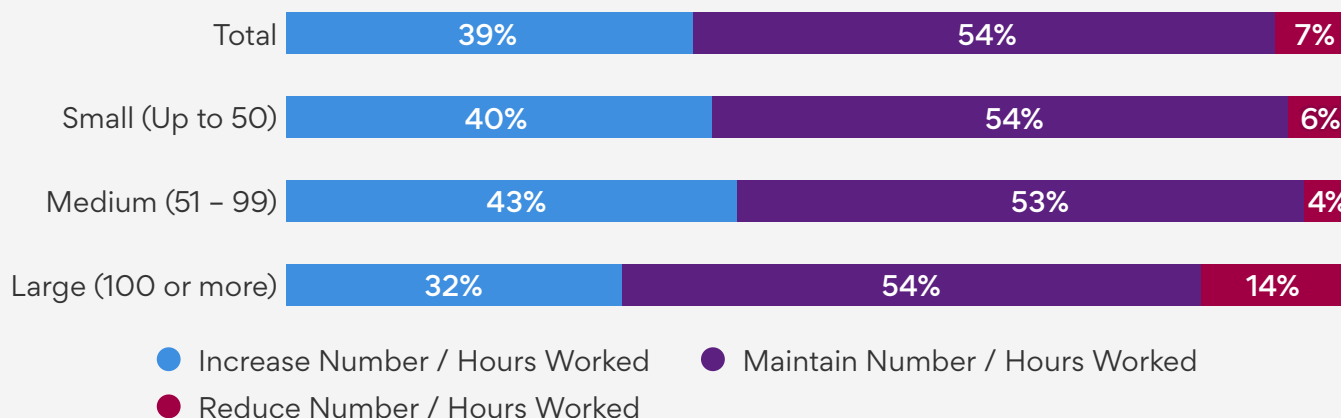
Hiring plans for H1 2024

With how hiring plans seem to look for the job market in the Philippines, the need for contract and temporary staff continues to be more important than ever. Although many companies are increasing permanent headcount, they felt that contract / temporary staff is also important to the business.

The increase for contract / temporary staff is more prominent amongst small and medium businesses. There is a higher number of large hirers planning to reduce contract / temporary staff.

Top reasons for hiring more contract and temporary staff include expansion of businesses, new skill sets required and flexible work arrangements.

Jan – Jun 2024 hiring plans for contract / temporary staff



Top reasons to increase contract / temporary staff:



53%
Expanding
the business

43%
Requiring
new roles
/ skillsets

25%
Wanting flexible
work arrangement
(e.g. so can
scale up / down)

Compensation and Benefits



Empowering your workforce: Compensation and benefits in the Philippines

In the dynamic landscape of the Philippines employment, employee wages and the country's inflation rate are tightly interwoven. Employee wages is one of the most vital factors influencing employment decisions. Related to this, the country's inflation rate influences compensation strategies and is a widely used metric to estimate employee increments. Recognizing this is imperative for organizations striving to attract and retain top talent.

This section of our report delves deep into the ever-changing landscape of job compensation and benefits, shedding light on the innovative strategies that forward-thinking organizations are adopting to align with the evolving expectations of their workforce.

From salary benchmarking to fine-tuning benefit packages, we'll explore the nuanced strategies employed by employers in the Philippines. We'll also look at the intricacies of performance bonuses and salary adjustments in the past year, offering insights into the equitable compensation of the Philippines' workforce.

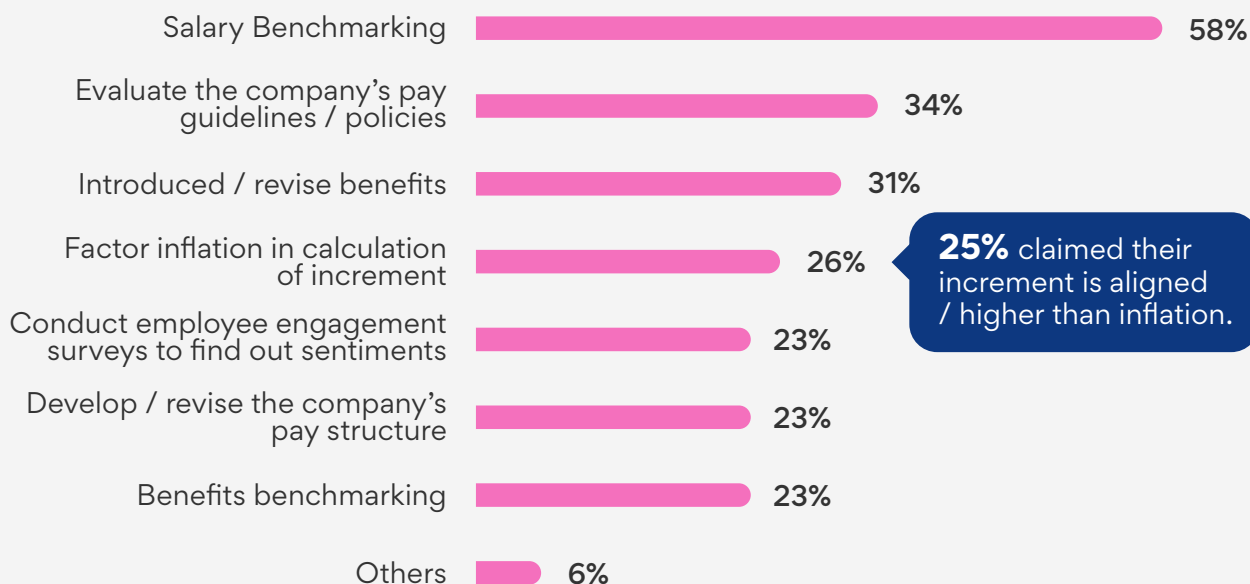


Initiatives to evaluate and enhance compensation and benefits

Companies have proactively taken steps to retain employees, with salary benchmarking being the most commonly implemented measure, followed by a more distant second, which is evaluating the company's pay guidelines and policies. 26% of hirers surveyed reported that their company factor inflation in the calculation of increment and almost all of them claimed their increment is aligned / higher than inflation.

However, there is still room for improvement as more companies can engage in these activities to enhance their competitiveness and better attract and retain employees.

Initiatives undertaken by organizations to evaluate and enhance compensation and benefits



Initiatives to evaluate and enhance compensation and benefits

Upon further review, more large companies are likely to engage in reviewing compensation and benefits, most visibly by salary benchmarking but also various other activities that small and medium companies do relatively less, such as conduct employee satisfaction surveys, developing / raising the company's pay structure and benefits benchmarking.

Nevertheless, opportunities to improve are plenty across all business sizes, particularly on conducting employee satisfaction surveys to find out sentiments and benefits benchmarking. These activities are identified as the least practiced, presenting significant areas for enhancement.

Activities organization did to review and revise compensation and benefits by business size

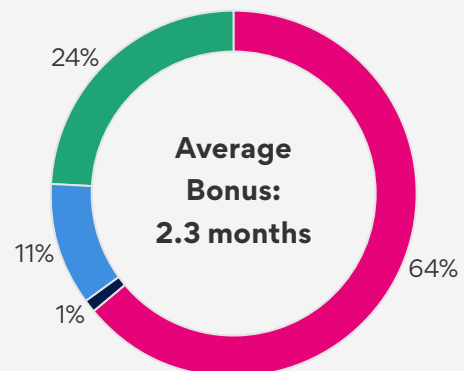
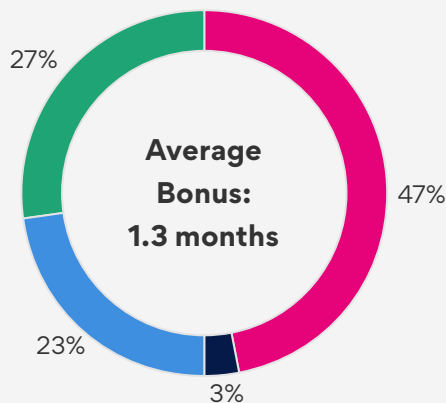
	Total	Small	Medium	Large
Sample size	685	224	111	350
Salary benchmarking	58%	54%	66%	70%
Evaluate the company's pay guidelines / policies	34%	33%	35%	39%
Introduced / revised benefits	31%	29%	38%	35%
Factor inflation in calculation of increment	26%	27%	31%	24%
Conduct employee satisfaction survey to find out sentiments	23%	20%	23%	35%
Develop / raise the company's pay structure	23%	21%	23%	31%
Benefits Benchmarking	23%	19%	23%	36%
Others	6%	7%	2%	4%

Performance bonuses in 2023

2023 was a positive year for employees as more companies gave out bonuses, especially performance bonuses. It remains the most popular form of bonus given, with the average increasing to 2.3 months of salary, compared to just 1.3 months the year before.

In a move towards enhancing employee satisfaction and transparency, 62% of the surveyed companies shared the method used to calculate bonus payouts with their employees. This level of openness and transparency is considered healthy and beneficial for fostering positive employer-employee relationships.

Types of Bonuses Provided and Average Payout



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



Did you know?

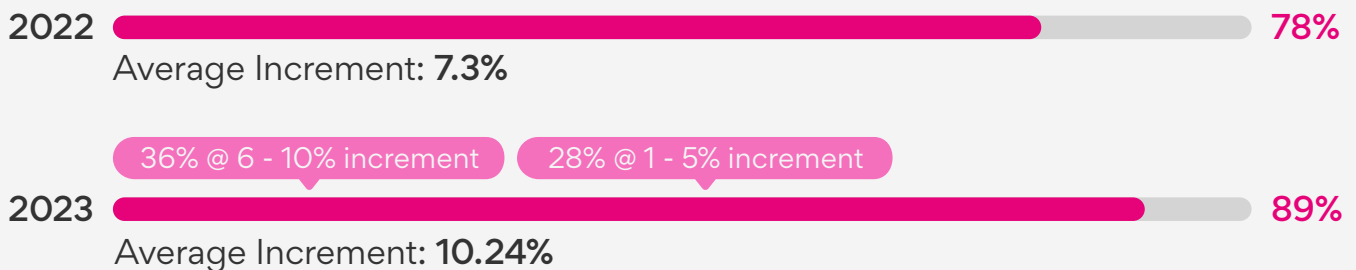
62% companies share how bonus payout is decided and calculated to their employees.

Salary increases in 2023

Covid-19 was challenging for most companies and their employees, but 2023 was a great recovery period. This past year showed steady comeback, and most companies gave an increment to their employees at an average of 10.24%, higher than the 7.3% in 2022.

It's encouraging to note that this average increment surpasses the national annual inflation rate of 5.82% in 2022. This means that employees not only regained lost ground but also saw real wage growth, reflecting an improved economic climate and brighter prospects for the workforce.

Companies with salary increment



Did you know?

94% aid that the actual increment in 2023 is same / higher than the original budget.

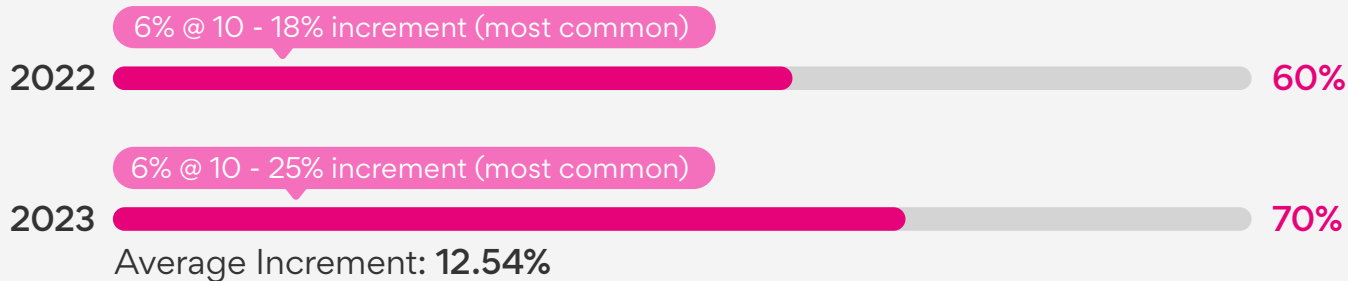


Staff promotion in 2023

In tandem with salary increments, staff promotions witnessed a noteworthy rise from 60% to 70% in 2023, signifying greater career advancement opportunities.

6% to 10% is still the most prevalent salary increment bracket, with the average increment at 12.54%. This reflects companies' commitment to both rewarding their employees and providing avenues for career growth, contributing to a more positive and progressive work environment.

Companies with staff promotions



Leave & General Benefits



Maximizing impact: Leave & General Benefits



“Happy employees ensure happy customers. And happy customers ensure happy shareholders, in that order.”

– Simon Sinek

Simon Sinek, a renowned authority on organizational culture, emphasizes the pivotal role of employee satisfaction in driving business success. His words underscore the profound impact of employee well-being on the overall success of an organization. It resonates with the truth that corporate culture is not just an abstract concept, but a tangible force that shapes the course of a business. How management chooses to treat its people impacts everything, for better or for worse.

In the Philippines, all employees are entitled to basic benefits, such as public holidays, paid leave, sick leave and maternity leave. Some companies also provide benefits like insurance, parking allowance, employment injury coverage and remote working.

We will delve into the current and future of:



Special leaves



Accommodation
benefits



Career development
programs



Financial
benefits



Work-life
balance benefits

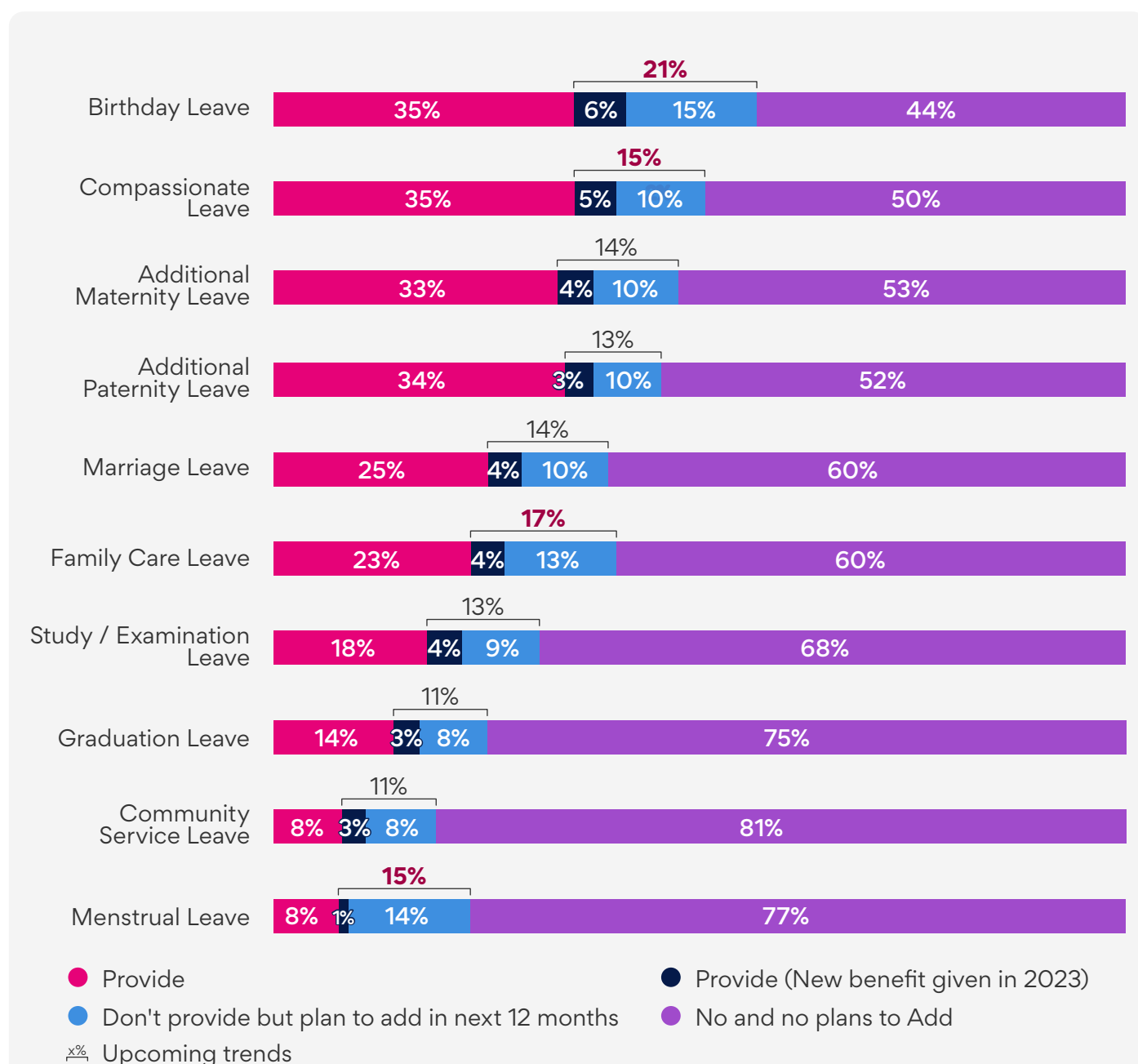


Other benefits

Current & future outlook of Special Leaves

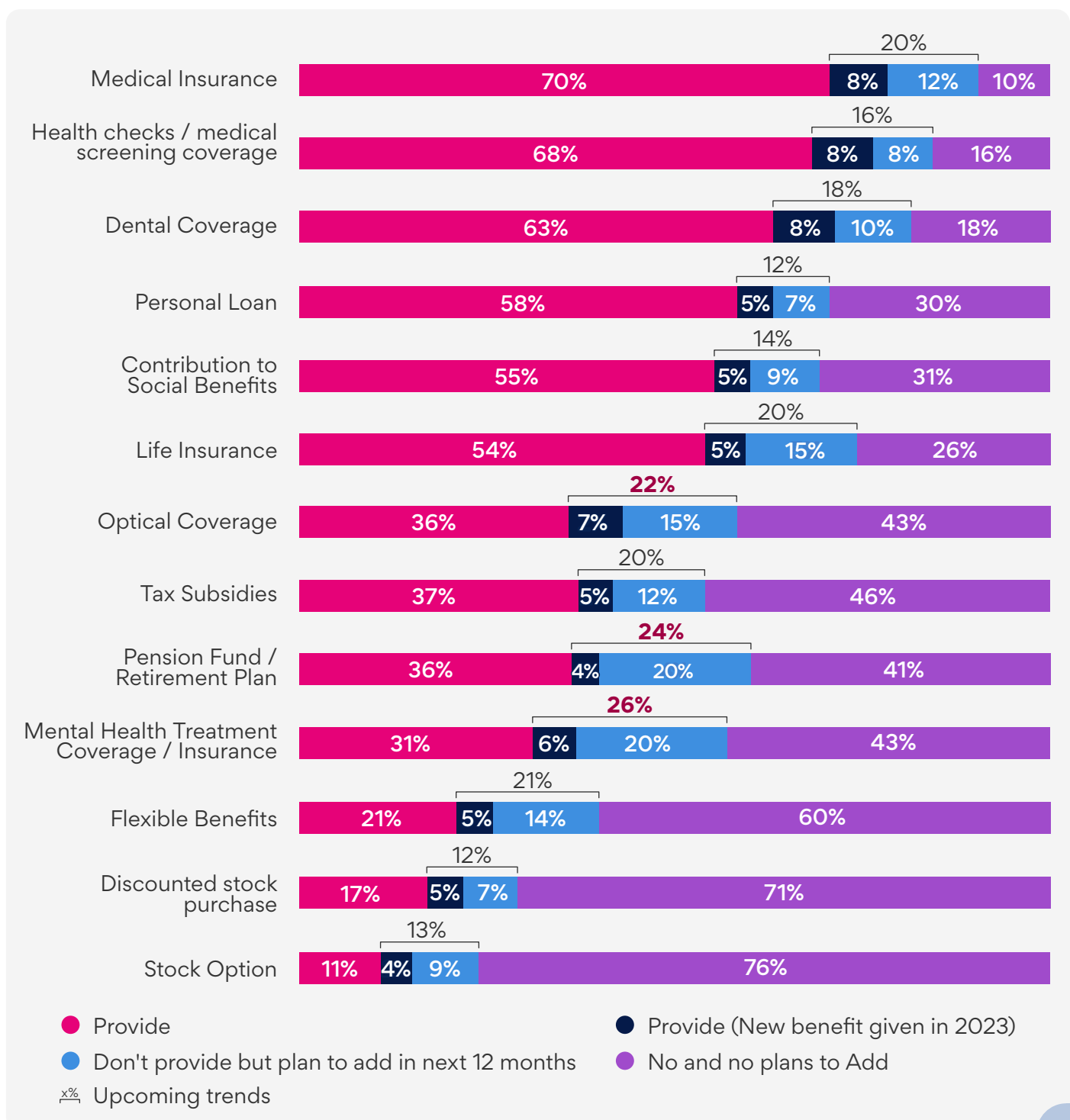
In the Philippines, more companies offered birthday leave in 2023 with plenty of companies planning to do so in the future (15%) – making it one of the top special leave benefits.

Additionally, menstrual leave and family care leave are gaining traction, with 14% and 13% of companies planning to offer them in the future. These benefits may be aimed at attracting and retaining female employees by providing them with valuable benefits that support work-life balance. This is in line with a more diverse and inclusive workplace, that is being emphasized more around the world.



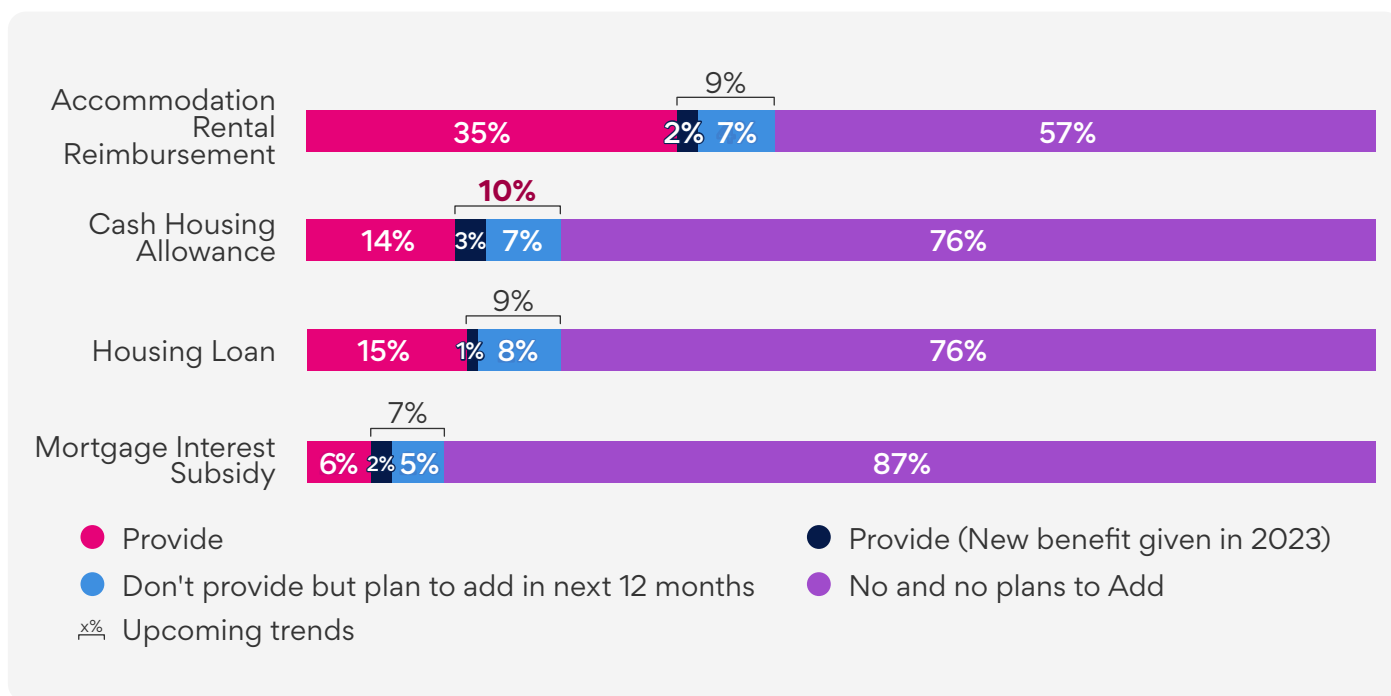
Current & future outlook of Financial Benefits

The top new financial benefits offered in 2023 are medical insurance, health checks and dental coverage at an increase of 8% each. This is aligned with the increasing focus on workers' well-being globally. The financial benefits that seems to be gaining traction are pension fund / retirement plan and mental health treatment coverage / insurance with close to 1 out of 4 companies introducing or planning to introduce them.



Current & future outlook of Accommodation Benefits

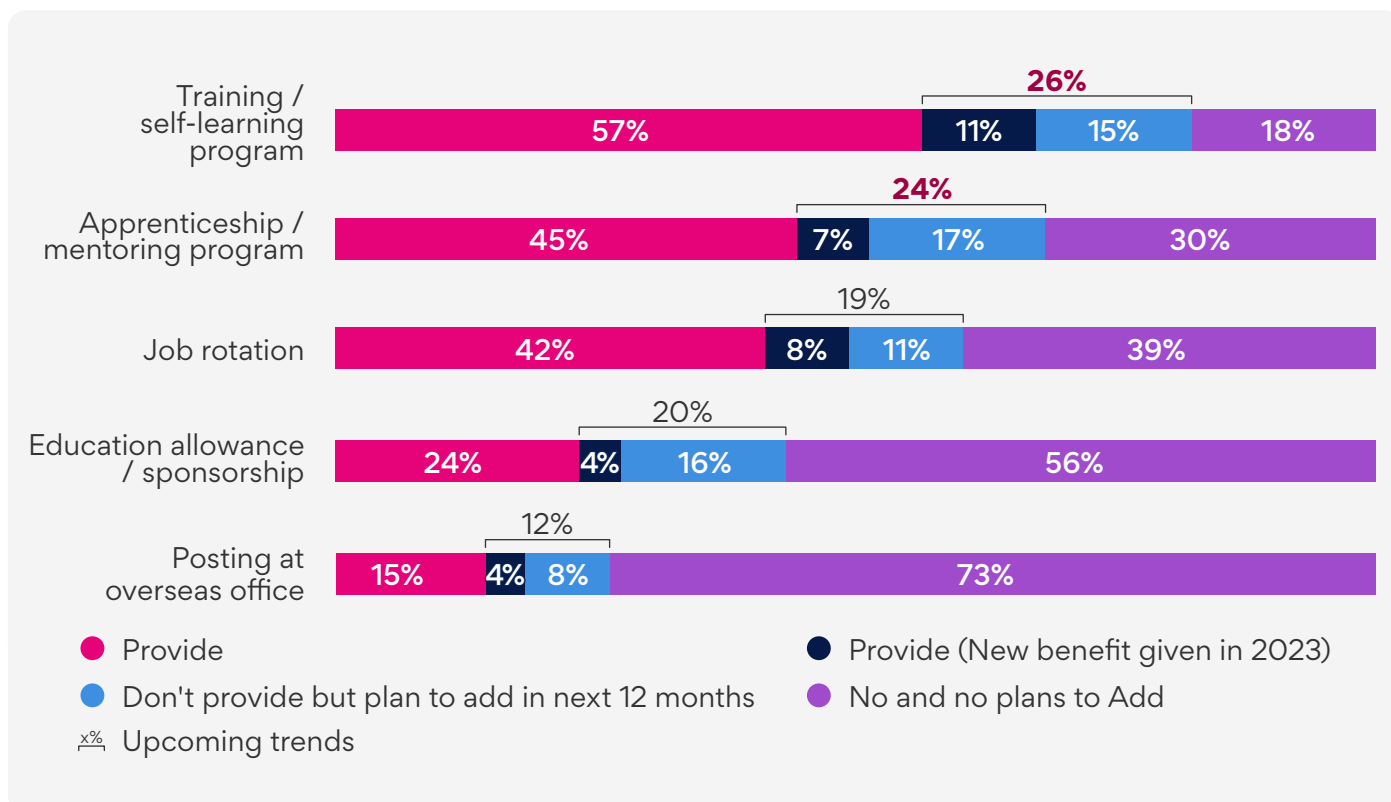
Accommodation benefits, which encompass various forms of assistance related to housing or lodging, are not commonly extended by companies as part of their employee compensation packages. Among companies that offer such accommodations, the most prevalent and widely provided benefit is accommodation rental reimbursement.



Current & future outlook of Career Development Programs

In an era where upskilling is more important than ever, more companies are prioritizing the development of their employees with apprenticeship / mentoring (+17%) and training / self learning (+15%) in 2023.

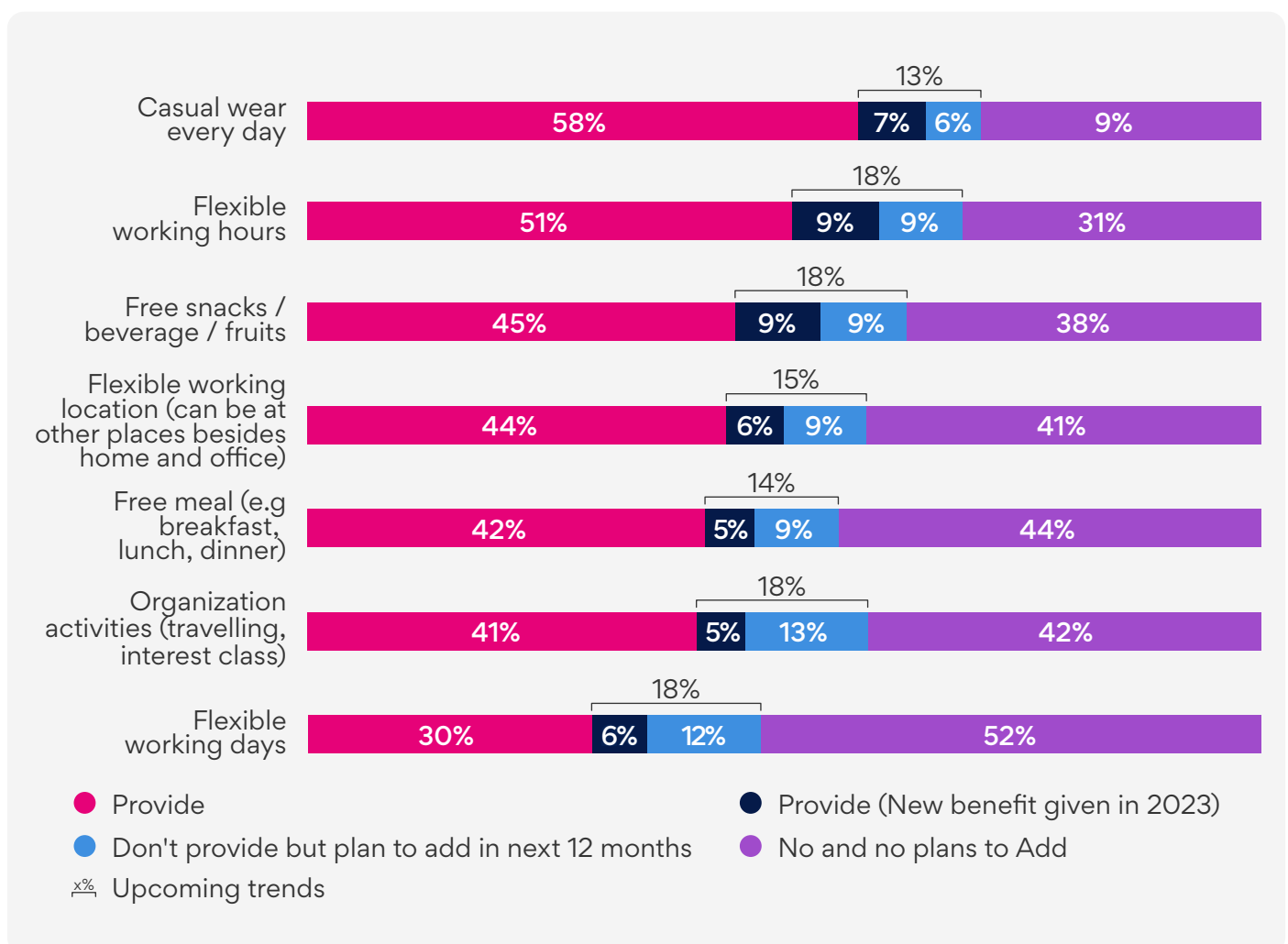
All 3 benefits – apprenticeship / mentoring programs, training / self-learning programs and education allowance / sponsorship have the highest priority to be added in the future with 15% ~ 17% of companies planning to do so.



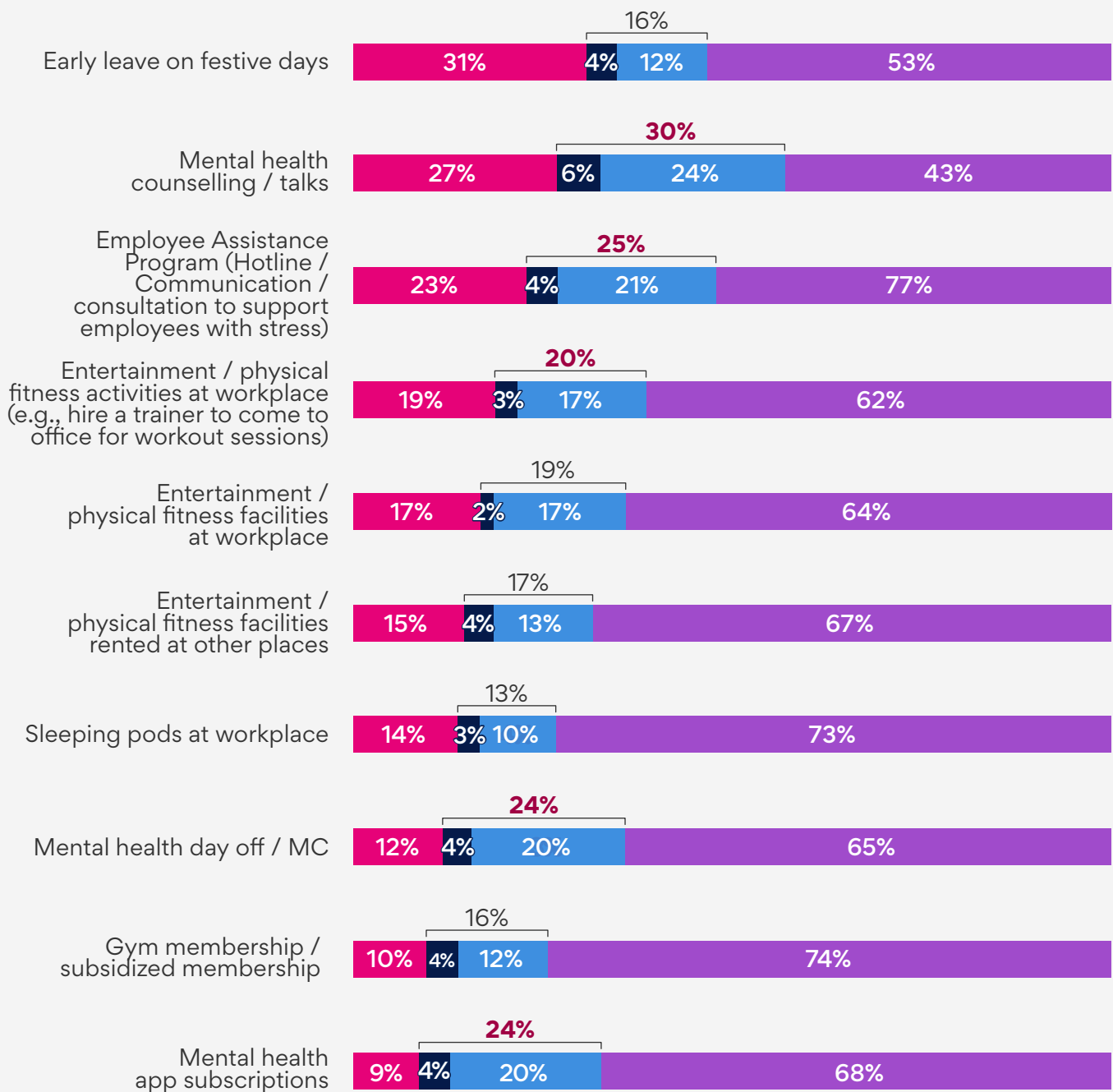
Current & future outlook of Work-life Balance Benefits – part 1

The top new work life benefits provided by companies in 2023 are more related to the workplace such as flexible working hours (+9%) and free snacks / beverages / fruits (+9%).

However, the trend seems to be shifting towards prioritizing employee mental health by introducing mental health or wellness counselling / talks (+24%), employee assistance program (hotline / consultation) (+21%), mental health day off / MC (+20%) and mental health app subscriptions (+20%).



Current & future outlook of Work-life Balance Benefits – part 2



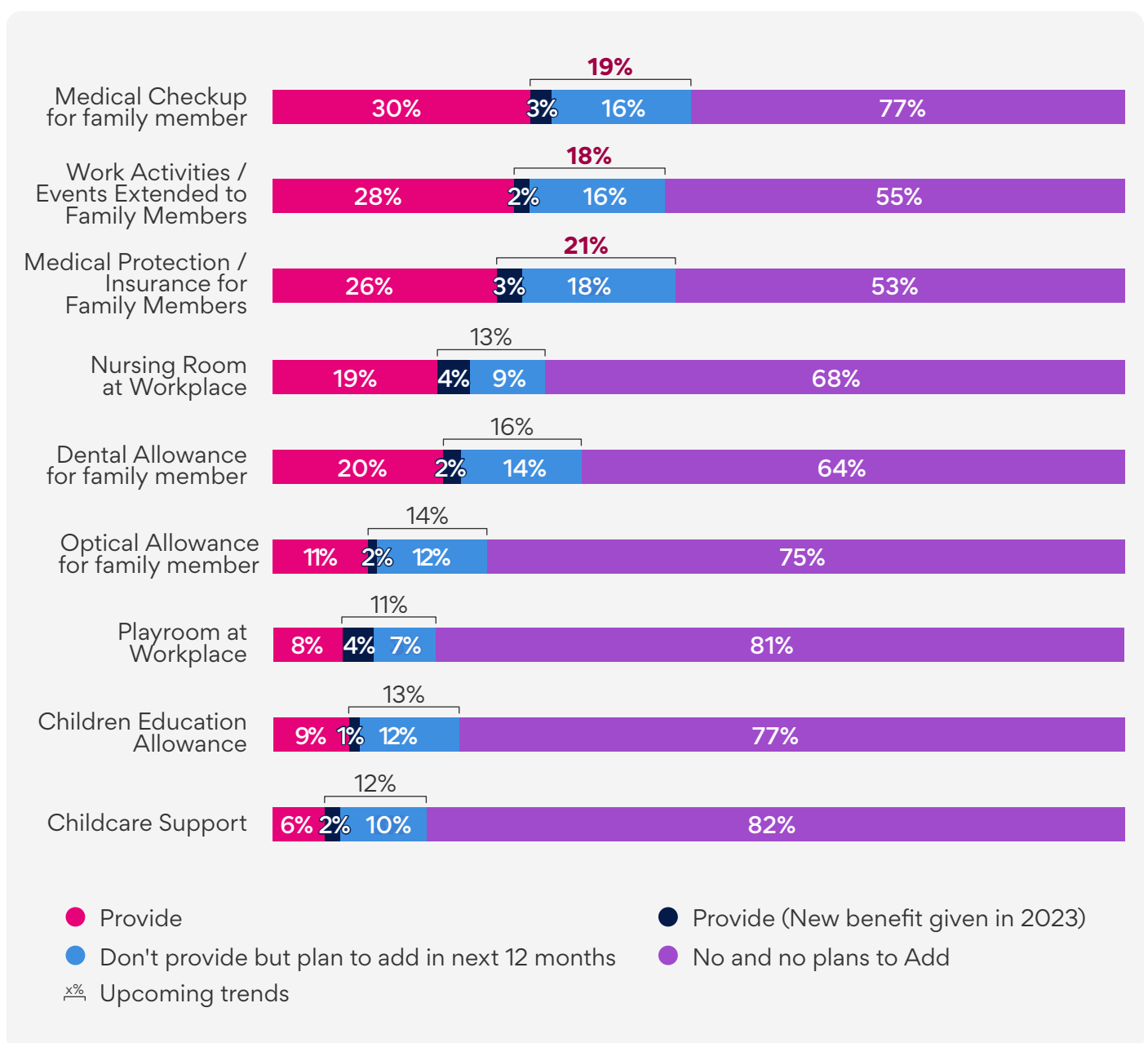
● Provide
 ● Provide (New benefit given in 2023)
 ● Don't provide but plan to add in next 12 months
 ● No and no plans to Add

x% Upcoming trends

Current & future outlook of Family-friendly Benefits

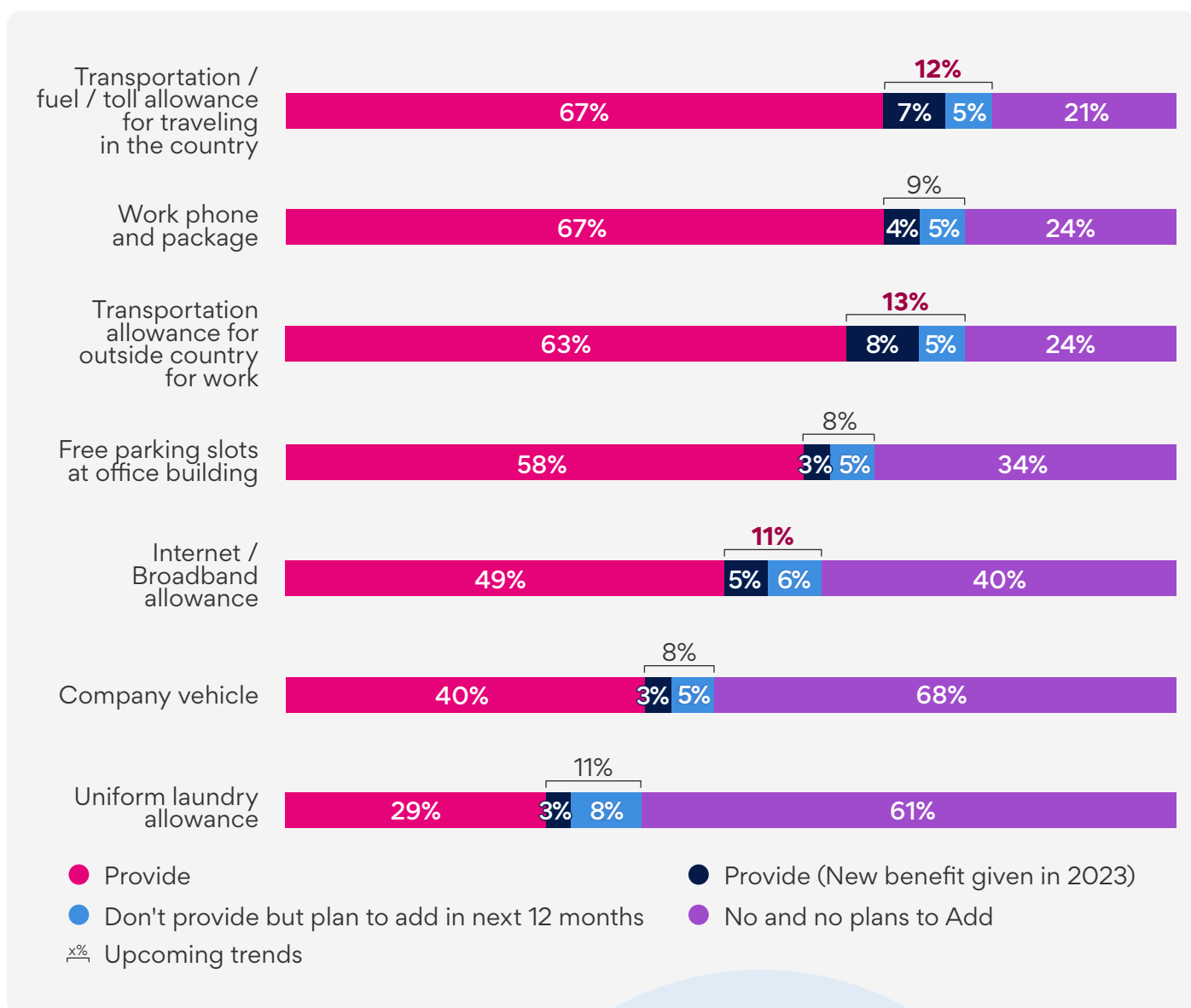
The most common forms of family-friendly benefits provided by companies are medical coverage for family members, activities / events extended for family members and medical protection / insurance for family members.

Notably, these are also the top benefits that companies are intending to introduce in the upcoming year, reflecting a continued focus on supporting the well-being and needs of employees and their families.



Current & future outlook of Other Benefits

Transportation allowances in and outside the country are the most commonly new benefits offered in 2023 pushing the number of companies offering it to 74% and 71% respectively, in line with the increase of business travelling globally. However, work from home is still relevant. More companies are planning to provide internet allowance to compensate the use of personal Wi-Fi and resources.



The Future Workplace



Beyond office walls: the Philippines' Future Workplace

As the country steps into 2024, the concept of the workplace undergoes a profound transformation. In this section of our report, we examine the compelling trends and paradigm shifts that are redefining how and where work unfolds in 2023.

Delving deeper, we will explore the changing workplace landscape in 2023 and consider how it will evolve further. Is there still a need for permanent office spaces? For both employees and employers, it's a recognition that remote work is no longer a perk but a fundamental aspect of organizational culture, reflecting a deep understanding of the changing needs and aspirations of the modern workforce.

Furthermore, we'll also be looking at the range of support employers are providing to adapt to the ever-shifting workplace situation, from flexible working hours to the seamless integration of cloud storage solutions.

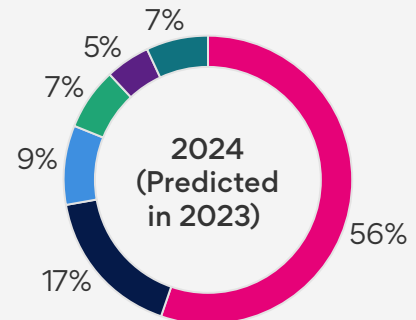
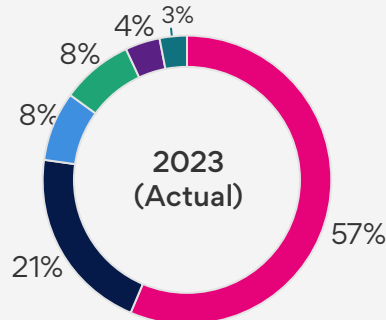
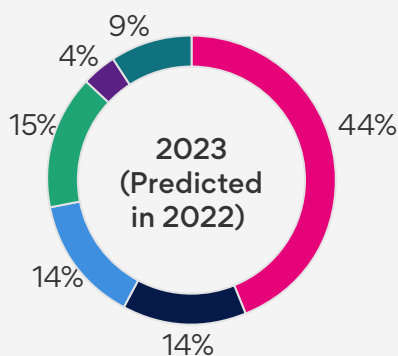


Working arrangement: Current and H1 2024

When asked about future working arrangements back in 2022, majority of employers estimated that they will be back fully at the workplace but there were more mentions of employee rotation and hybrid working, along with a higher degree of uncertainty.

Fast forward to 2023, and while more companies are fully back in office (57%), more are also adopting a hybrid model with some remote work depending on the job function (21%).

In the outlook for 2024, most companies seem to be adopting a very similar model but there is a slightly higher uncertainty amongst companies who are having some workplace flexibility arrangements currently. Overall, it looks like flexible workplaces are here to stay.



- All employees fully at the workplace / office
- Some employees fully at the workplace, and some work remotely depending on job function
- All employees fully at the workplace for a few days (e.g. In office 3 days and work remotely for 2 days)
- Employee rotation between workplace and work remotely (e.g. Team A / B rotation)
- All employees working remotely
- Don't know / not decided yet / others

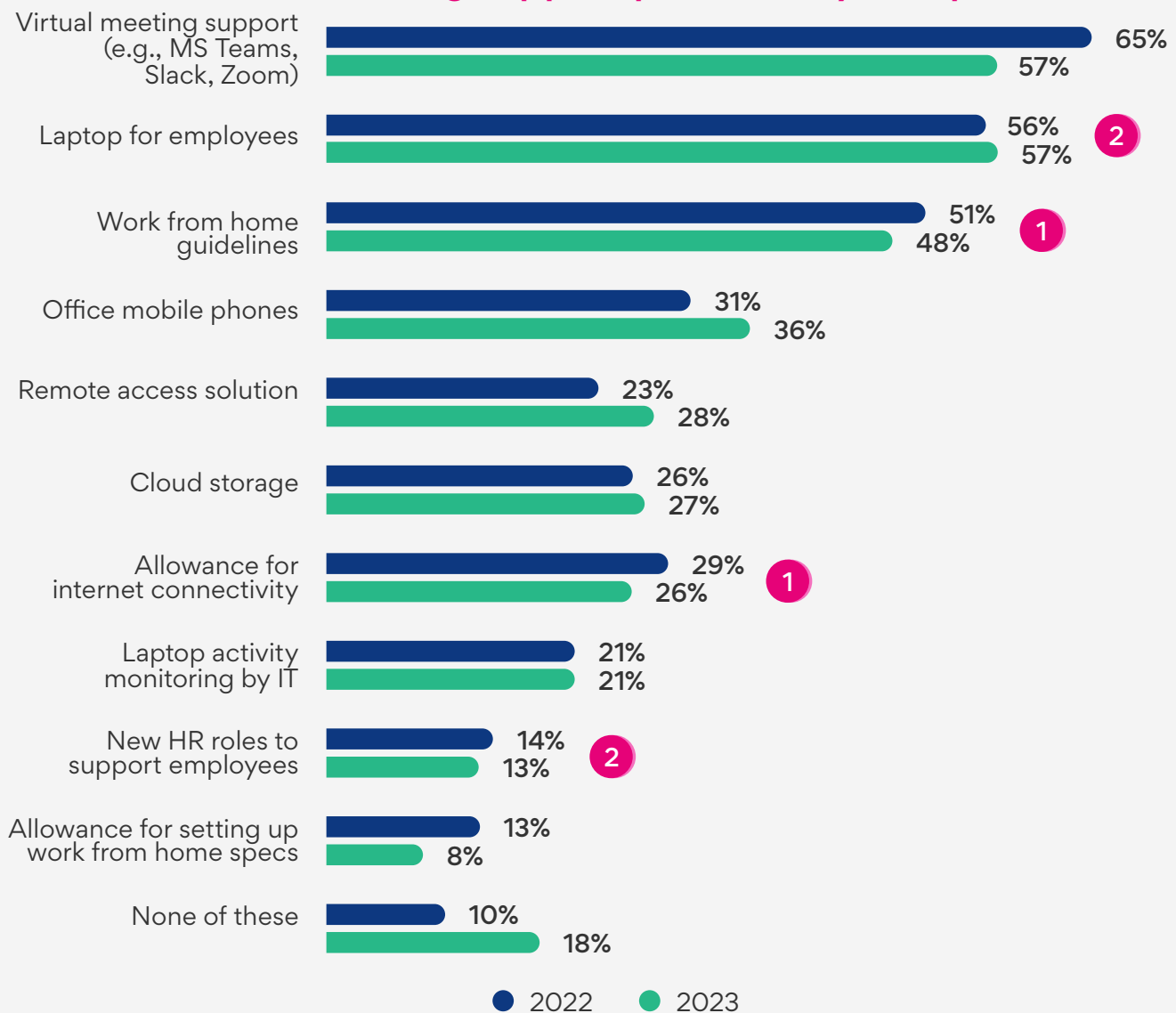


Remote working support

With flexible working arrangements here to stay for the long run, remote working support continues to be more important than before. The most common form of support provided are virtual meeting support (57%) and laptop for employees (57%). However, provision of these supports by companies have declined or remain relatively the same vs. 2022.

Moving forward, hirers felt that the most important support that need to be prioritized are Work from home guidelines and allowance for internet – perhaps to help to maintain employee productivity and motivation.

Remote working support provided by companies



1

Number #1 priority to improve

2

Number #2 priority to improve

Workplace Mental Health



Nurturing workplace mental health for a productive workforce



“Mental health problems don’t define who you are. They are something you experience.”

– Matt Haig

According to a news report by Philippine News Agency, mental illness is becoming a common disability with at least 3.6 million Filipinos suffering from mental, neurological and substance use disorder, according to the Department of Health (DOH). These numbers underscore a pressing need for mental health support, especially at the workplace.

This section of our report highlights the vital topic of workplace mental health in 2023, illuminating the challenges that organizations and their employees face.

Ahead, we'll understand the triggers, manifestations, and the profound impact on the employees' mental well-being. We'll look at overall stress levels, causes, and examine the initiatives organizations are employing to champion the mental health of their workforce.

It is essential to recognize that addressing these challenges is not only a duty to employees but also a strategic investment in the success and sustainability of the organization.

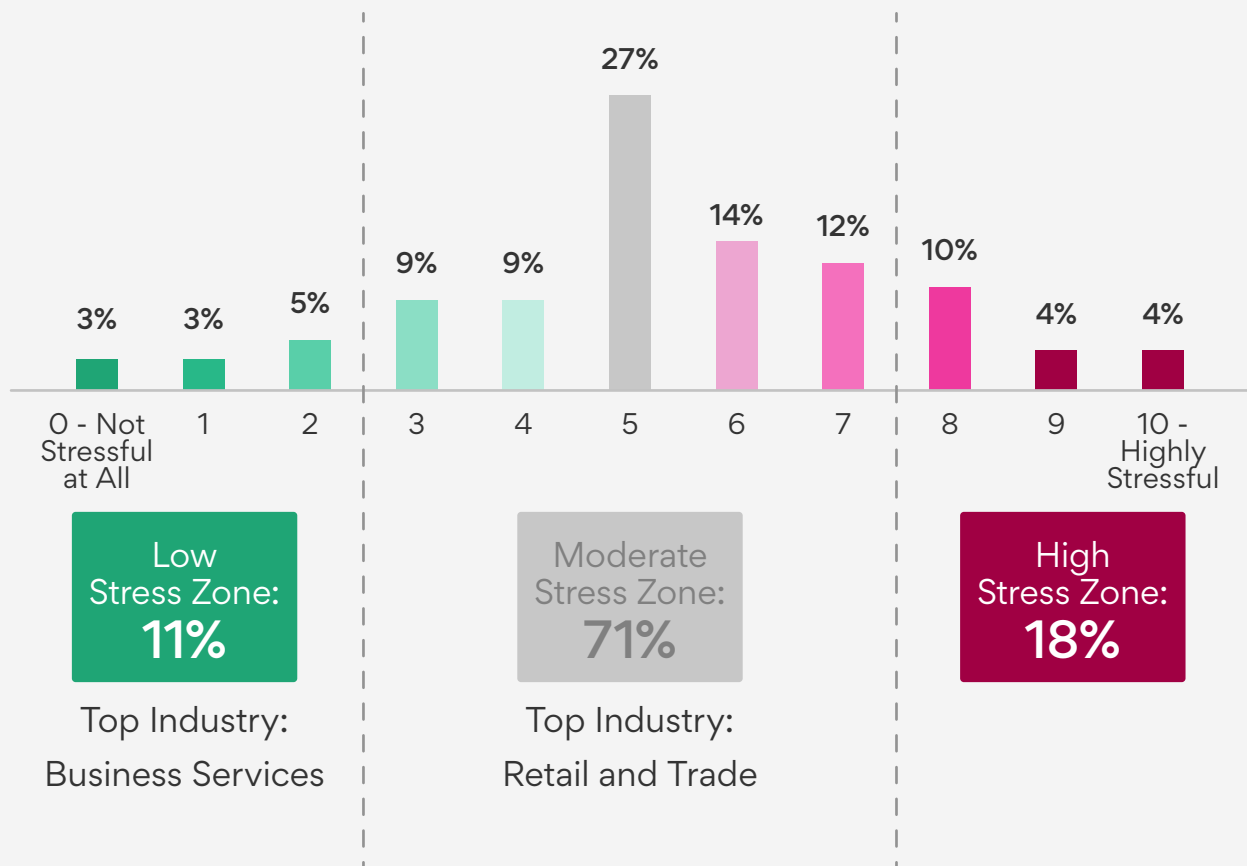


Organization stress level

Encouragingly, 71% of hirers rated their companies as a moderately stressful workplace (between level 3 to 7) with the average stress level at 5.3. The highest was level 5 at 27%, indicating that most workplaces had an average stress level.

However, approximately 18% of companies fell into the high-stress category, spanning various industries. Companies in this zone may need to implement effective measures to provide support and address the well-being of their employees, acknowledging the need for a healthier work environment.

Average stress level across all companies in Philippines: 5.3

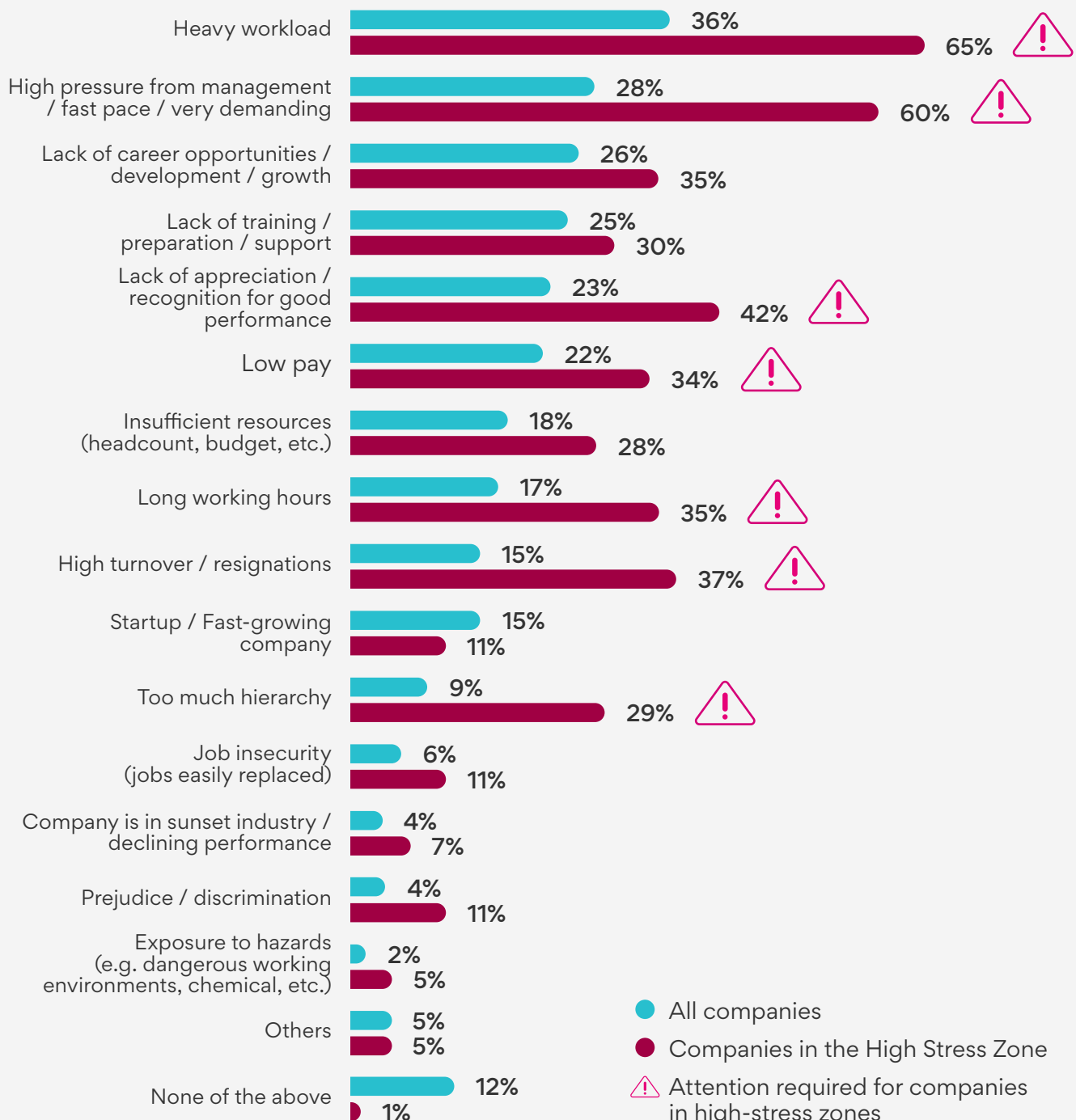


Causes of employee stress

Overall, most hirers felt that the top causes to the stress levels in their organization are heavy workload (36%) and high pressure from management / fast pace (28%).

Issues such as lack of appreciation / recognition (42%), low pay (34%), long working hours (35%), high turnover / resignations (37%) and too much hierarchy (29%) are more prevalent in companies in the high stress zone.

Top causes to employee stress



Efforts by organization to help employees

While there's been a lot of positive change, the need for employers to do more to help employees is evident. Only 58% of hirers indicate that their organizations are doing enough to help employees deal with stress at the workplace.

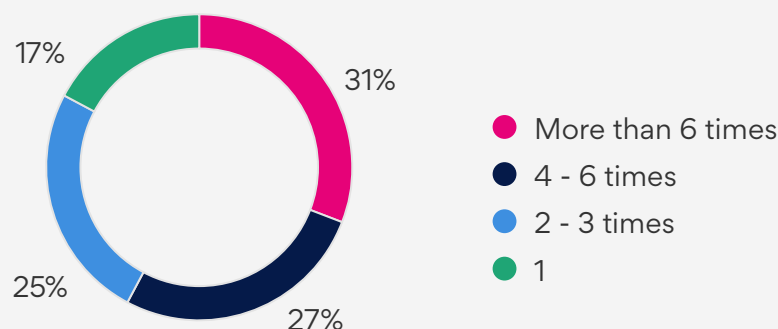
Still, 62% of organization expressed that they've started new initiatives in 2023 to help their employees, such as mental health day off and wellness counselling.

Companies offering mental health / wellness talks are offering them in a higher frequency at an average of 4.2 times per year, showing greater welfare for employees as a norm.

58% Agree that their organization is doing enough to help employees cope with stress.

62% Organizations started new initiatives to help employees to cope with stress in 2023.

Frequency of mental health / wellness talks by companies in 2023:



Average: 4.2 times

Key Takeouts and Recommendations



Seize the opportunity to recruit top talent for your company in H1 2024.

Many employers view this period as active for hiring, presenting a favorable chance for those seeking skilled professionals. The demand for both permanent and contractual employees varies based on business functions, and most employers are likely to adopt a balanced approach aligned with their specific business objectives.



Enhance your compensation and benefits strategy by conducting more frequent and comprehensive reviews.

Many companies only focus on factors like salary benchmarking and evaluating pay guidelines but there is room for more proactive measures. Use benefits benchmarks to conduct simple internal surveys to gauge employee sentiments and needs. These cost-effective and efficient methods can significantly contribute to improving your compensation and benefits structure.



Enhance your benefits package by introducing popular offerings from each category.

In the current landscape, many new benefits have emerged, and additional plans are underway to attract and retain employees. Seize this opportunity to make impactful changes. Consider the following examples of top benefits within each category that can significantly contribute to attracting and retaining a motivated and satisfied workforce.

Special leaves: birthday leave, menstrual, family care leave

Financial benefits: medical health treatment coverage / insurance, pension funds / retirement plan

Career development: apprenticeship / mentoring program, education allowance / sponsorship

Family Friendly: medical protection / insurance for family members, medical checkups, activities extended to family members

Other benefits: internet / broadband allowance and travelling allowance



Enhance efforts to boost employee morale and support those experiencing stress within your organization.

As most companies fall into the moderate stress zone, it's crucial to provide ample support for employees navigating stressful situations. Consider prioritizing work-life balance benefits to address this need. Top recommendations include offering mental health or wellness counseling/talks and implementing an employee assistance program. These initiatives can significantly contribute to creating a supportive and healthier work environment.

Identify deal breakers

Filipinos consider financial compensation and work-life balance as top deal breakers when accepting a job – just like workers around the world. However, they care more about various benefits, such as retirement contributions, free meals, family support services, other amenities.

Deal Breakers	Philippines	SEA	Global
Financial compensation (salary, bonuses)	35%	22%	21%
Work-life balance	28%	17%	19%
Retirement & insurance benefits	27%	14%	15%
Job security	25%	14%	14%
Flexible work location and/or work schedule	25%	13%	13%
Amount of paid time off / holiday	24%	12%	14%
Family support solutions	21%	10%	14%
Additional benefits (i.e. free meals, sports)	21%	10%	10%
Appreciation for your work	19%	7%	12%
Learning & career development possibilities	17%	9%	12%

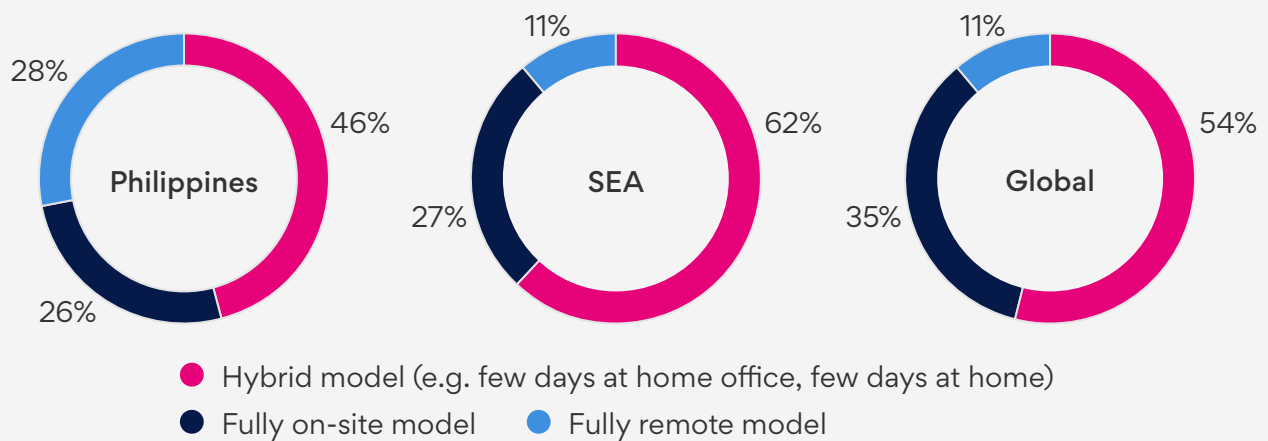


Identify working models

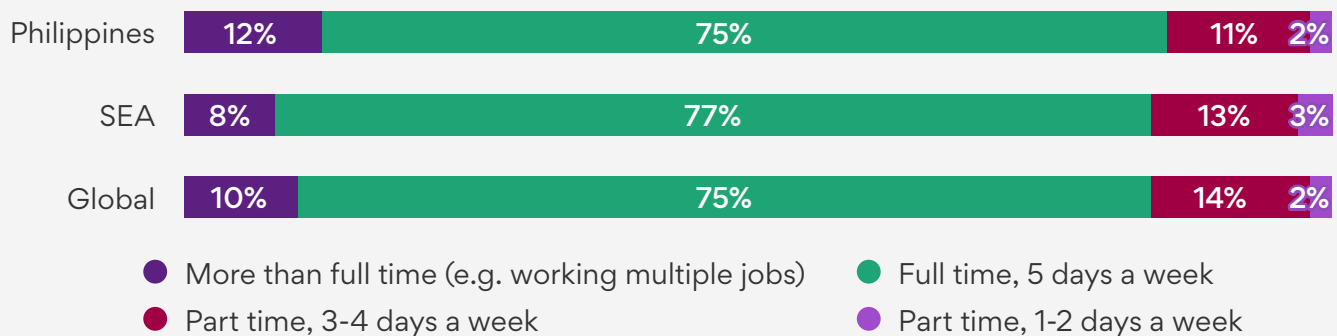
Filipinos are more interested in not going back to the office at all than global average (28% would like to work fully remotely, versus 11% globally). When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.



Preferred work location



Preferred working hours



Shift the hiring paradigm

Most **Filipinos** prefer to work in hybrid settings, but 38% could imagine going back to the office full time. When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.



Reach Out to Talent Proactively

With increasing competition to hire the best talent, reach out to them before your competitors do. Contact talents with the right skillsets directly in our talent database with **Talent Search**.



Focus on Employer Branding

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



Continue your journey with a Trusted Talent Partner

With the global crisis still resolving, 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 Talent partner**, we have the right tools to connect jobseekers to jobs **faster and easier**. As of Q3 2023, Jobstreet has:

A talent pool of **11.4 million**, one of the largest in Philippines

#1 top of mind, usage and placement among talent

1st choice among jobseekers in the Philippines, most searched for career partner

Over **86.1 million** page views

20 minutes – average time spent per unique visitor on website

* Source: SEEK Asia Job Advertisement Metrics



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