

Philippines

1,000
respondents

19%
Gen Z

55%
Millennials

19%
Gen X

6%
Baby Boomers

36%
Female

64%
Male

86%
Employed full-time

10%
Employed part-time

61%
Have one job only

39%
Have more than one job

25%
Full-time in-person working

51%
Hybrid working

24%
Full-time remote working

Business viability

56% believe that their organisation will be in business for more than 10 years if they remain on their current path (vs. Asia Pacific 51%), with Gen X being the most optimistic generation (65%) and Gen Z being the least optimistic (47%).

Climate action

There is a strong sense of urgency from employees in the Philippines to push their employers to take climate action. 54% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



47% believe their company is taking the right amount of climate action (vs. Asia Pacific 43%).

Workforce skills

62% believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

71% are confident that their employers will provide them the opportunity to apply the skills that are most important to their career in the next five years (vs. Asia Pacific 48%). It is the highest among territories surveyed in Asia Pacific, along with Thailand.



They rank people skills as more important than technical or core business skills, including being adaptable/flexible (88%), critical thinking (85%) and leadership skills (83%).

Employee sentiment

70% are very or moderately satisfied with their jobs, 13% higher than the Asia Pacific average (57%).

Employees in the Philippines are much more likely to ask for a pay raise and promotion compared to other respondents in the region (21% - 27%).



	Philippines 2023	Asia Pacific 2023
Ask for a pay raise	70%	43%
Ask for a promotion	59%	38%
Change employer	29%	28%

Inclusion:

- 71% can truly be themselves at work (vs. Asia Pacific 52%)
- 62% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Employees in the Philippines are very positive about the opportunities and benefits that Artificial Intelligence (AI) will bring to their career.

46% think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%)

37% think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)

27% think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

24% think that AI will require them to learn new skills that they are not confident that have the capacity to learn (vs. Asia Pacific 22%)

72% think that digital skills are important to their career (vs. Asia Pacific 59%)



Work environment

Filipino employees are generally more positive about their workplace environment, culture and relationship with managers, which contribute to higher job satisfaction level.



Fairness

68% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

Only 26% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

Only 24% agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



Empowerment

69% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

73% actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

74% provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

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