

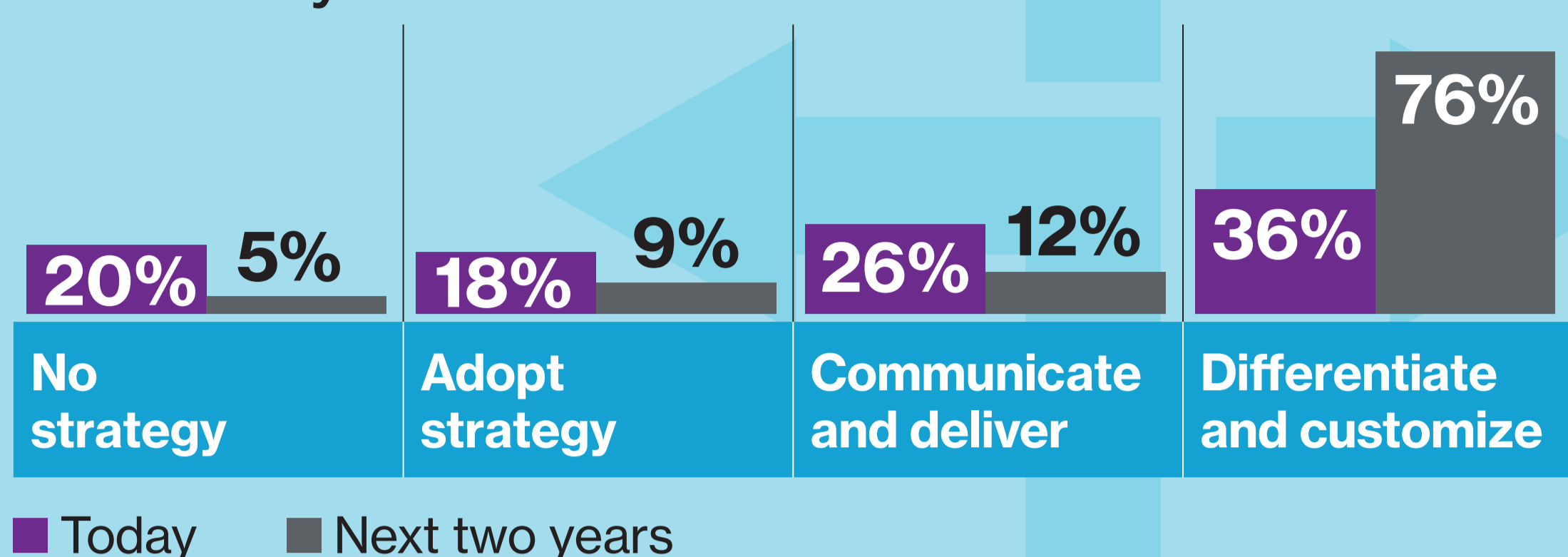
Technology and customization drive Philippine benefit trends

Highlights from the 2021/2022 Benefit Trends Survey – Philippines



Philippine employers are getting more strategic around benefits

76% of employers plan to customize their benefits strategy in the next two years, compared to 36% today



Wellbeing, flexibility and technology are the top strategic benefits objectives with respect to employee experience

Focus on integrating wellbeing into the benefits package:
80%

Increase flexibility and choice:
53%

Enhance tools and technology to support employees when choosing and using benefits:
49%

Complex external factors weigh in on benefits strategy

#1 Tight labor markets
67%

#2 Increased remote working
57%

#3 Advances in technology for benefits
56%

#4 Increased focus on inclusion and diversity
56%

#5 Increased focus on ESG (environmental, social and corporate governance)
51%

Diversity, equity and inclusion top the list of influences globally.



The percentages above comprise those who said these were external influences to a great or very great extent.

Philippine employers measure improvements in wellbeing as the most critical benefits outcome

60% Improved employee wellbeing (physically thriving, emotionally balanced, socially connected and financially secure)

55% Improved employee retention

52% Improved employee experience (engagement with employees, how they use their benefits)

Key considerations for employers

Adopt a digital strategy

9 in 10 employers plan to have an enhanced digital strategy in the next two years. Don't get left behind – take action now and adjust as needed.

Innovate

Wellbeing, inclusion and diversity – benefits are becoming broader and more inclusive. What does that mean for your organization?

Listen and communicate

Stress and the impact of remote working are taking a toll on your workforce. With a listening strategy, you can be more confident that your programs are making the intended impact on your employees.

About the survey: Philippine findings are based on responses from 154 employers representing 646,000 employees in the country. The survey was conducted between May 10 and June 25, 2021.

Copyright © 2021 Willis Towers Watson. All rights reserved.