

Country Snapshot: Philippines



Overcoming Workforce Management
Obstacles in the Philippines

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Overcoming workforce management obstacles in the Philippines

Government control

Working hours

- Workweek is 40 hours, with a standard workday of eight hours
- If employees in the Philippines must work on Sunday or a paid holiday, they are entitled to 1.30% of their regular wages unless the collective bargaining agreement or employment contract states differently

Employment contracts

- Written and oral
- Pay in Philippine pesos

Leave

- Minimum—Five days of paid “service incentive leave”
- No statutory sick leave
- Maternity leave

Holiday

- 3-4 groups—normal, special, and double
- Special holidays can be added at any time

Business and government¹

Degree of influence

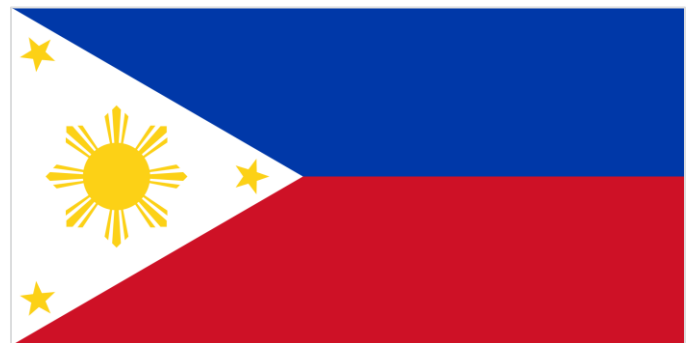
- The Philippine government has become increasingly supportive of economic growth and business development;
 - Support for general business development, the elimination of monopolies, and an increase in privatization has also been pursued by the Philippine government

Barriers to doing business

- Governmental bureaucracy can still require complex transactions, which should be handled by a local employee;
 - One issue related to government influence in the Philippines is the “paperwork” factor
 - Many of the most successful foreign capital companies have employees who have jobs dedicated specifically to navigating the government bureaucracy

Business ethics

- Business in the Philippines is significantly affected by corruption, and many feel somewhat resigned to this



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¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.