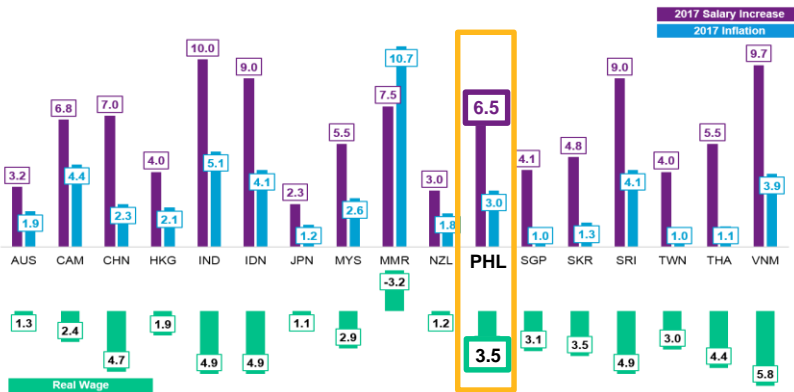


# Business Process Outsourcing – Philippines

## 2017 Key Insights

### Economic Outlook



Source: Economist Corporate Network Report – January 2017; Willis Towers Watson 2016 Salary Budget Planning Report Q3 – Asia Pacific

### Philippines (2016A)

7.1%

GDP

1.6%

CPI

6%

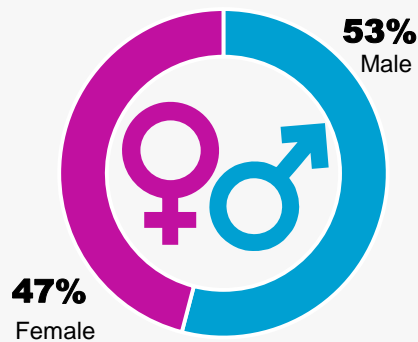
Salary Increase

5.4%

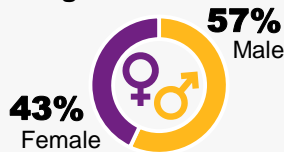
Unemployment

### Workforce Demographics – Asia Pacific

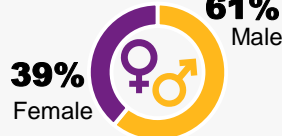
#### Gender distribution



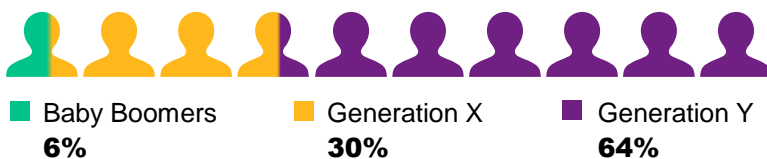
#### Management



#### Executives



#### Employee distribution by age group



Source: Willis Towers Watson 2016 Workforce Analytics Report – Asia Pacific

### 2017 HR Trends

1

**Future of work:** The digital revolution is redefining the workplace. HR needs to stay agile to keep up with future business model changes.

2

**Technology and analytics:** Data driven insights are a critical tool for identifying and solving workforce issues.

3

**Personalisation:** Employees are increasingly seen as consumers, requiring more personalised compensation and benefit options.

4

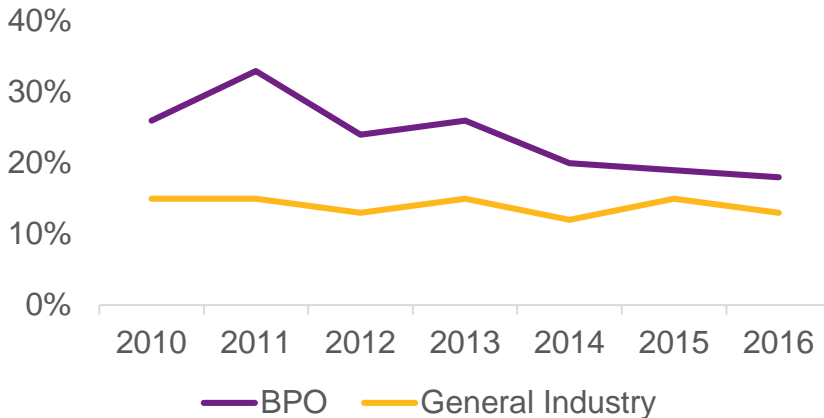
**Transparency:** Employees want to know how their pay compares to others, and what the future holds for their career and earning potential.

5

**Health and wellness:** A healthy workforce is more engaged and productive. Investing in health and wellbeing programmes is essential.

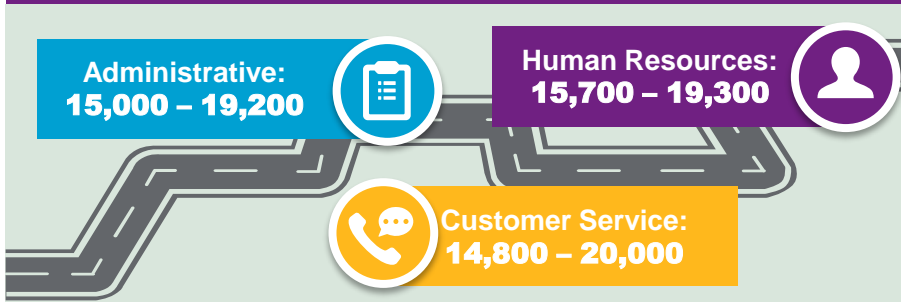
Our powerful, integrated products and solutions take the complexity out of pay and benefit planning so you can attract, retain and engage key talent to grow your business. **That's the Willis Towers Watson difference.**

## Historical Attrition Rates



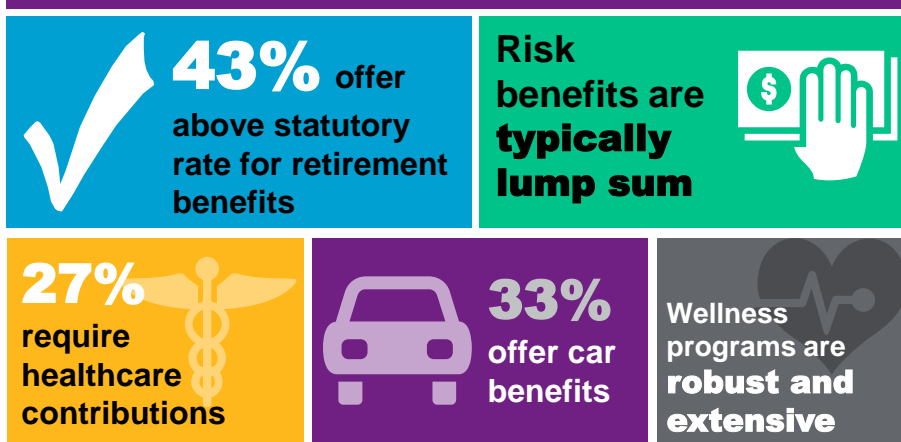
Source: Willis Towers Watson 2016 Compensation Survey

## Top Entry Level Salaries – by Job Function

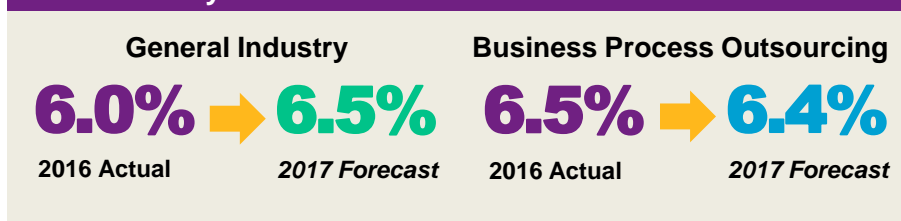


Source: Willis Towers Watson 2016 Global Starting Salaries Report – Asia Pacific

## Prevalence of Benefit Items



## Overall Salary Increases



## BPO Survey – Philippines At a glance



**100**  
Participants



**388,654**  
Data Points



**1,127**  
Jobs Reported

## Our Value Proposition

### Comprehensive Reports

1. Compensation Report
2. HR Policies and Practices (HRP)
3. Benefits Design Practices (BDP)

### Purchase Options

1. Published
  - Standard market data reports
2. Advanced
  - Published + unlimited peer group reports

## Participate Now

The right data can give your company a competitive edge, clarify opportunities and illuminate pathways to help you attract, retain, and engage the key talent to grow your business.

Whether your compensation data needs are local, regional or global, we have what you need. Participate in our [2017 Asia Pacific Compensation Surveys](#) or visit [wtwdataservices.com](http://wtwdataservices.com)

## Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefit and employment practice information to the global employer community. Our databases are recognised worldwide as a premier source of current data for compensation planning.

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