

ICT LABOUR MARKET IN PHILIPPINES



	Philippines	Lithuania
GDP per capita (2023)	3 726 USD	27 786 USD
Average gross salary (2024)	296 EUR/month	2 161 EUR/month
Unemployment rate (2023)	2,2%	6,8%
Youth unemployment rate (2023)	6,9%	13,9%

Net salary comparison for the average ICT specialist

1 300 EUR in the Philippines vs 2 209 EUR in Lithuania for non-executive, non-managerial positions (70 % higher compared to Lithuania)

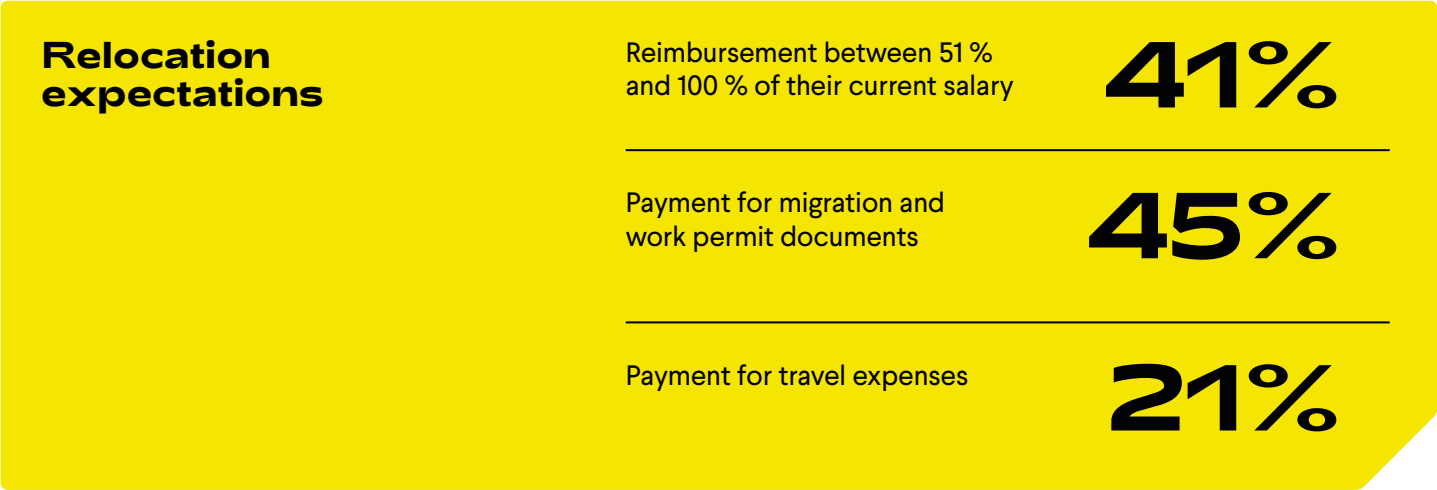
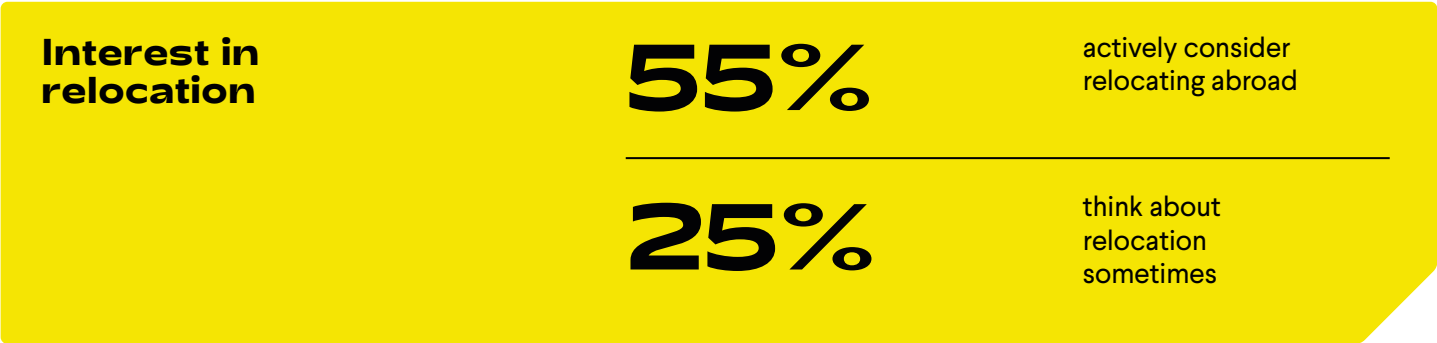
Cost of living (2024)

35% lower in the Philippines compared to Lithuania

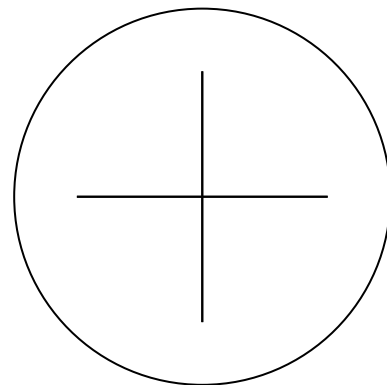
MAIN FACTS ABOUT THE ICT SECTOR OF PHILIPPINES

Key ICT sub-sectors	Business Process Outsourcing (BPO)	
	FinTech	
Number of ICT specialists	391 700	specialists
	+7,2%	compared to 2019
Employment of ICT specialists by industry (TOP3)	Telecommunications	48%
	Computer programming, consultancy and related activities	34%
	Information service activities	18%
Most common skills among ICT specialists (TOP3)	JavaScript	13%
	SQL	12%
	Java	9%
ICT graduates	52 340	2023
	21,3%	of all graduates
Field of study of ICT specialists (TOP3)	Computer Science	
	Information Technology	
	Computer Engineering	
Leave notice by employees	30 days	

KEY INSIGHTS FROM SURVEY



STRENGTHS AND OPPORTUNITIES



Strengths

70%

higher net salary for non-executive, non-managerial ICT positions in Lithuania compared to the Philippines, on average.

Lithuania offers a significantly higher quality of life, with Vilnius scoring 172 (very high) compared to Manila at 59 (very low).

Lithuania offers stronger social security, healthcare, and parental leave than the Philippines' limited national insurance.

Perception of a better work-life balance in Lithuania than in the Philippines.

Religious similarities.

34TH VS 115TH

Lithuania ranks higher for low corruption and greater transparency than the Philippines.

Compared with the Philippines, Lithuania has minimal risk of typhoons and earthquakes.

Opportunities

76%

of surveyed ICT professionals in the Philippines consider Lithuania's professional environment as attractive or very attractive.

A high prevalence of English language fluency in the general population.

Experience of working in international companies, easing the transition to working in Lithuania.

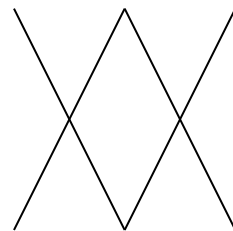
A large pool of ICT specialists in the Philippines with skills relevant for the Lithuanian market.

Lithuania offers better ICT education, one of the key factors driving Filipino ICT professionals to relocate.

High willingness to relocate – 80% of surveyed ICT specialists in the Philippines are open to relocation.

Obtaining visas is becoming more challenging in popular destinations for Filipino ICT specialists, such as Australia.

WEAKNESSES AND CHALLENGES



Weaknesses

Low awareness of Lithuania.

Other countries offer stronger rights for minorities, such as LGBTQ.

Cultural differences.

Geographical distance.

Challenges

High demand for ICT specialists in the Philippines may lower their willingness to relocate abroad.

High attachment to the extended family may reduce willingness to relocate.

Concerns about Lithuania's proximity to Russia.

Other countries may be preferred for relocation due to proximity (Australia, Japan, New Zealand), easier visas (Singapore, China), or family ties (U.S.).

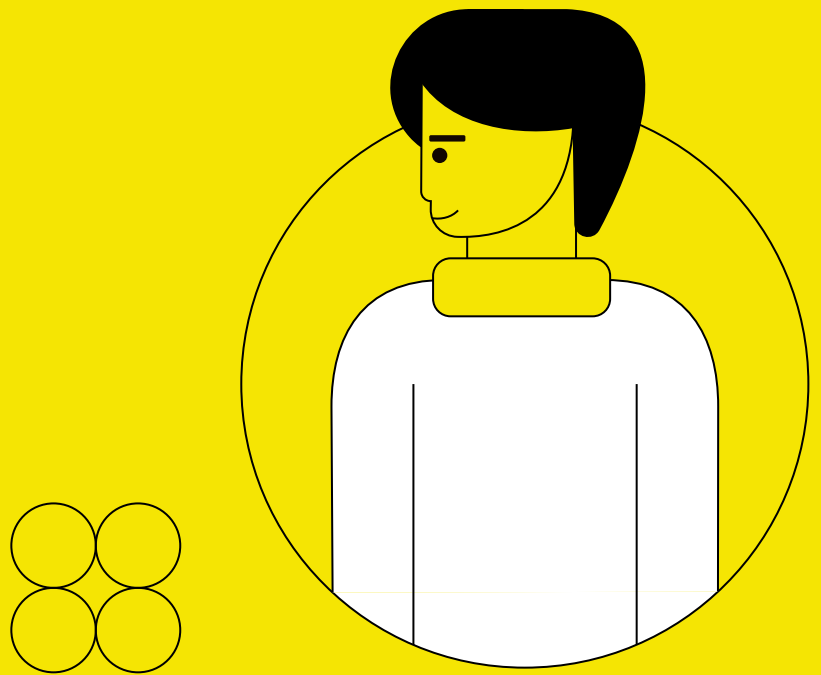
Government-required emigration permits can make hiring Filipino workers more complex for foreign employers.

To attract new talent, it is essential for Lithuanian employers to present a proposition that emphasizes Lithuania's advantages, such as high salaries, fast career growth prospects, supportive colleagues, and training opportunities that facilitate professional development. Emphasis should also be placed on Lithuania's high quality of life, which features a robust healthcare system, short and green commutes, low corruption, an affordable cost of living, a cleaner environment, and strong public safety. Promoting work-life balance both in Lithuania and within the company is crucial, showcasing generous parental leave policies, good travel opportunities, and flexible working arrangements, such as home office options, flexible hours, and after-work social events. Additionally, it is important to highlight the inclusive workplace culture and the welcoming environment within the team. Employers should further emphasize the company's comprehensive relocation support, including assistance with family relocation. This approach will effectively appeal to Filipino specialists seeking new career opportunities in Lithuania.

[Download Lithuania's unique selling proposition for global talent](#)



POTENTIAL ICT SPECIALIST IN THE PHILIPPINES



Senior level professionals

Specialised in:

Application Development

Software Development

Data Analysis

Proficient in:

JavaScript

SQL

HTML

CSS

THE PHILIPPINE MARKET SPECIFIC RECOMMENDATIONS

Engagement with ICT professionals from the Philippines

Using local recruiters can help to increase trust in foreign job offers and simplify the process of preparing relocation documentation (e.g., Overseas Employment Certificates that Filipino workers must receive to fly out of the country). Moreover, a single foreign employer can hire up to five Filipino workers directly. A licensed recruitment agency has to be hired for subsequent recruitments.

It is recommended to highlight the quality of life in Lithuania, including strong social security system (good healthcare and long parental leave), green and short commutes, and public safety.

To attract the candidate, companies should consider how the position is going to help the candidate achieve long-term goals. It is important to highlight professional growth and training opportunities. Employers are encouraged to offer (co-)financing for further studies, such as Master's degrees or bootcamps, as many Filipino workers hold only a Bachelor's degree and place high value on the quality of ICT education when making relocation decisions.

Tailored communication for employment outreach

When presenting job opportunities to Filipino candidates, it is recommended to highlight the following aspects:

- High salaries, fast career growth prospects, supportive colleagues, and training opportunities.
- High quality of life in Lithuania, including robust healthcare system, short and green commutes, low corruption, affordable cost of living, cleaner environment, and public safety.
- Great work-life balance in Lithuania (e.g. generous parental leave policies, good travel opportunities) and in the company (flexible working hours, home office, after-work social events).
- Welcoming team and inclusive workplace.
- Company support for relocation, including family relocation.

Relocation expectations

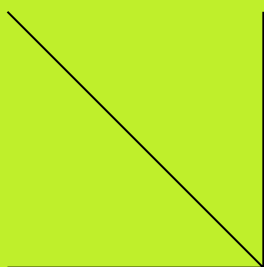
ICT professionals from the Philippines would likely expect a relocation bonus, and potential employers to cover part of the rent in the immediate months following relocation, as well as payment for migration and work permit documents. It is strongly recommended that the potential to fulfil these expectations, either within the job advertisement itself or during initial interviews, be emphasised.

Work-life balance

Companies should emphasise good work-life balance, including the right to disconnect and adequate working hours (as some Filipinos report working up to 70 hours a week). A good initiative would be to display this by offering social gatherings and by emphasising the extant local community of foreigners.

GENERAL RECOMMENDATIONS

Relocation



Relocation package

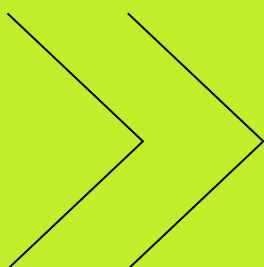
It is recommended to propose a relocation package for a prospective employee that could include the following benefits: 1) covering accommodation expenses in Lithuania during the transition or trial period; 2) payment for travel expenses, and 3) paying for the processing of any necessary documents relevant to migration and work permits.

Rent arrangements can be negotiated on a per case basis, but even covering the first month of rent can significantly enhance the message to potential employees. Relocating to a foreign country often entails a substantial financial commitment. Mitigating this financial barrier can markedly increase the attractiveness of relocation.

Aligning expectations

To effectively motivate prospective candidates to relocate to Lithuania, it is strongly recommended to clearly outline the specific job goals and what is expected of candidates during the initial interviews. Providing comprehensive support throughout the relocation process is also highly recommended.

Integration



Understanding local context

To foster a welcoming environment and support the inclusion of international employees into a new society, it is essential for companies to provide clear guidance in navigating the local tax, healthcare, and social security systems. These systems can be complex for newcomers, and offering dedicated resources, such as informative sessions, workshops, or one-on-one consultations, will greatly ease the transition. Additionally, providing detailed guides in multiple languages and assigning a relocation specialist or mentor can offer continuous support throughout the initial months.

Inclusive environment

To foster a welcoming environment and support cultural integration for new international employees, the following initiatives are recommended: a) a buddy system b) cultural sensitivity training c) social integration initiatives d) regular check-in meetings.

Any activity that helps integrate the employee into their team and company culture is recommended. Also, using a common language, preferably English, can reduce isolation. Additionally, highlighting existing foreign talent strategies and success stories can reassure new hires about integration, especially given Lithuania's reputation as a colder region with less open people.

Language courses

To mitigate the fears related to language barriers and overcome this limiting factor in relocation, we advise that companies offer language learning opportunities, including language training programs or (informal) language learning activities in the workplace. As an alternative, companies can offer to cover the costs of Lithuanian language courses for foreign employees. This will facilitate their integration and make it easier for them to cope with day-to-day communication outside of work, contributing to their overall satisfaction.