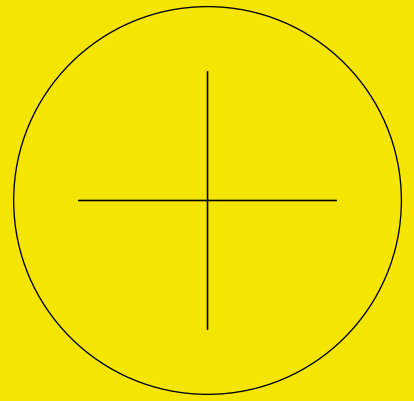


MARKET NAME

PHILIPPINES¹



MARKET VERDICT

Exploration / Conditional / Segment / Full fit

Comment: The Philippines can be considered a strong source market for engineering talent, including both engineering professionals and engineering-oriented technicians, particularly for roles in manufacturing, construction, electronics, and related sectors, where there is both a significant talent pool and established international migration patterns. High English proficiency, the availability of experienced professionals, and strong willingness to relocate make the market particularly attractive for employers seeking internationally mobile talent.

However, it should not be treated as a low-effort or universally accessible market. Recruitment involves additional administrative and migration procedures, which can be handled smoothly and efficiently with proper preparation and early planning. At the same time, employers compete with other attractive destinations,

including Singapore, the UAE, and Western economies, making a clear and compelling value proposition especially important. Successful hiring therefore requires clear communication, financial commitment, as well as structured relocation and early-stage integration support.

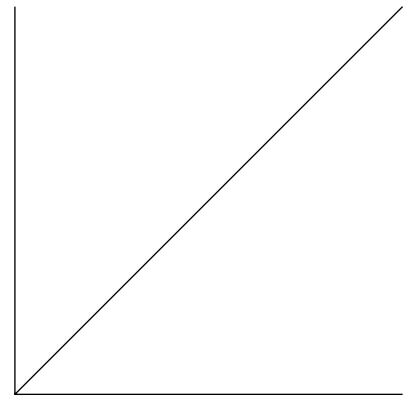
Overall, the Philippines should be approached as a high-potential source market, particularly for employers with the capacity to invest in competitive offers, well-managed recruitment processes (including the use of experienced partners), and strong onboarding and integration practices. Under these conditions, companies can gain access to a motivated, adaptable, and internationally oriented talent pool. Filipino employees are often described as loyal and committed, resulting in relatively low turnover once successfully integrated into the workplace.

“One of the main reasons we hire in the Philippines is the availability of niche professionals with the expertise we need, competencies that are increasingly difficult to find both in Lithuania and across Europe. Equally important is the strong alignment in values: Filipino professionals are known for their dedication, strong work ethic, willingness to collaborate, and commitment to delivering high-quality results. This combination of expertise and cultural fit has made the Philippines a valuable source of talent for our growing team.”

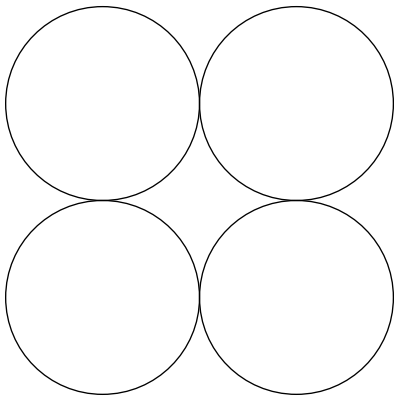
Ernestas Zdaniauskis, CEO, Semikona

¹ The study screened 218 countries using a multi-criteria framework comprising more than 20 indicators across economic, labour market, social, mobility, and talent-related dimensions. The screening was used to develop a top 20 shortlist, from which seven priority markets, including the Philippines, were selected for further analysis.

THIS MARKET IS LIKELY TO BE A GOOD FIT FOR YOUR COMPANY IF IT ALIGNS THE HIGHLIGHTED CRITERIA:



Criteria			
Experience with international hiring	Experienced in international hiring	Have limited experience with international hiring	Just starting international hiring journey
Ability to invest in talent	Able to offer competitive salaries and relocation packages	Willing to invest selectively, especially for hard-to-fill roles	Highly cost-sensitive, with limited relocation or onboarding budgets
Types of roles being filled	Recruiting highly skilled or specialised talent	Recruiting mid-level specialists or experienced technicians	Recruiting lower-skilled, easily replaceable or high-volume roles
Risk tolerance / complexity readiness	Comfortable managing complex immigration, relocation or qualification-related processes	Prefer moderately complex but manageable solutions	Prefer simple, low-risk and administratively predictable hiring channels
Geographical / cultural flexibility	Open to sourcing talent globally	Prefer regionally closer or culturally more familiar markets	Strong preference for proximity, ease of integration and low cultural distance
Internal onboarding and integration capacity	Have strong onboarding systems and English-speaking teams	Have some capacity to support integration	Have limited capacity and need candidates who can integrate with minimal support



GENERAL CONTEXT

Dominant engineering industries ²	→ Semiconductors and electronics manufacturing → General manufacturing → Civil engineering and construction	→ Energy and power engineering (power generation, transmission, renewables) → Electrical and electronic engineering
Industries employing professionals (LinkedIn Talent Insights) ³	→ Construction → Civil Engineering → Semiconductor Manufacturing	→ Appliances, Electrical, and Electronics Manufacturing → Aviation and Aerospace Component Manufacturing

TALENT POOL

Whom to search for	The best targets are mid-to-senior level engineers and engineering-oriented technicians from manufacturing-based industries, particularly in electronics, automotive components, industrial production, construction, and energy sectors. Priority should be given to candidates with practical, hands-on experience in manufacturing environments, process engineering, maintenance, and operations.	
Engineering industry employment ⁴	Total employment in engineering-related industries ⁵ : 8.95 million, of which:	→ 3.59 million in Manufacturing → 4.8 million in Construction → 3.96 million in Transportation and storage
LinkedIn Talent Pool (Function: Engineering) ⁶	→ 393 535	
LinkedIn Talent Pool by seniority (Function: Engineering) ⁷	→ Mid (5-10 years of experience): 73 098 → Senior (10+ years of experience): 90 505	
English proficiency ⁸	High	
Leave notice by employees ⁹	30 days	

² Based on desk research and consultations.

^{3,5,6} LinkedIn Talent Insights (May 2026).

⁴ Philippine Statistics Authority (PSA), "Labor Force Survey", Employment by Major Industry Group, Total Hours Worked (Table B), April 2026.

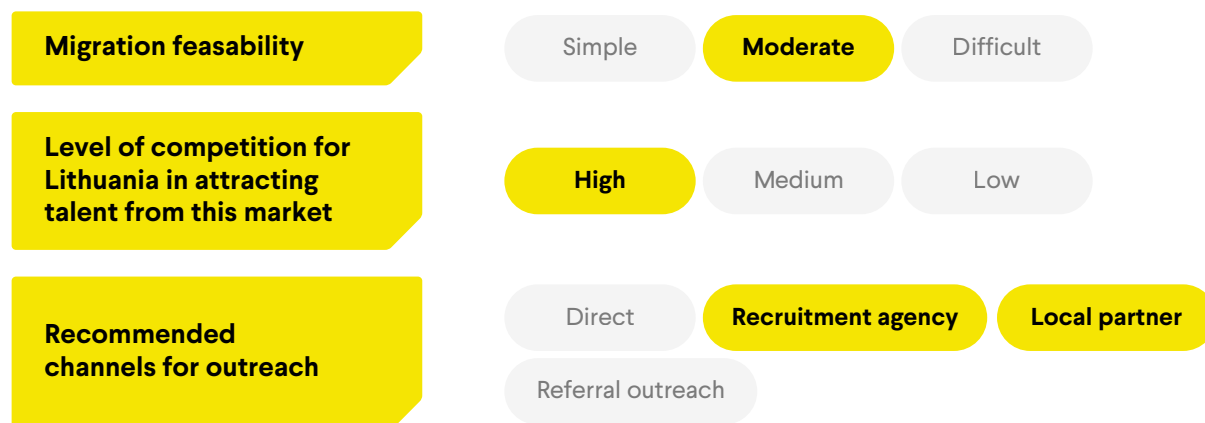
⁵ According to the Philippine Statistics Authority (PSA), the industry sector comprises the following subsectors: Mining and quarrying; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; and Construction.

⁷ EF EPI, EF English Proficiency Index, 2025 Edition.

⁸ Respicio & Co., "Employee Resignation Notice Period Requirements Under Philippine Labor Law", 1 March 2026.

⁹ Practical hiring insights are based on consultations with employers, recruitment and relocation practitioners, and other experts with experience recruiting engineering professionals and engineering-oriented technicians from the Philippines.



PRACTICAL HIRING INSIGHTS ¹¹

Comment: Candidate sourcing in the Philippines relies on a combination of recruitment channels, but successful recruitment typically depends on local intermediaries, which represent a distinctive feature of the market. Direct employer–candidate interaction also plays an important role in building trust and commitment throughout the recruitment process.

→ **Local recruitment partners in the Philippines** (support candidate sourcing and pre-selection, provide access to relevant talent pools, and ensure compliance with local regulations and exit procedures).

→ **Recruitment agencies in Lithuania with the experience in the Philippines** (support candidate sourcing and pre-selection, migration procedures, documentation and permits, and relocation logistics).

→ **Personalised employer–candidate communication** (direct, face-to-face interaction, including on-site interviews and in-person selection processes, or remote interviews where appropriate). Active engagement increases confidence, reduces uncertainty, accelerates integration into the working environment, and improves retention outcomes.

MAIN SUCCESS CONDITIONS

→ Providing comprehensive relocation and administrative support including coverage of migration costs, flights, and initial accommodation, as well as support with documentation and housing, as candidates typically have limited financial capacity to cover relocation costs.

→ Ensuring direct employer–candidate engagement during recruitment and onboarding, including on-site interviews and face-to-face selection processes, to build trust, increase commitment prior to relocation, and accelerate integration and a smoother start in the new role.

→ Offering a financially attractive and clearly structured overall package, ensuring that salary is substantially higher than in the Philippines and competitive with alternative destinations, while clearly communicating additional benefits such as cost of living, healthcare, social guarantees, and quality of life in Lithuania.

→ Addressing family-related needs, including relocation options for family members, access to education, and social guarantees that support family wellbeing.

MAIN RISKS

Competition from alternative destination countries. Filipino candidates consider multiple destinations, including nearby and higher-paying countries such as Singapore and the UAE. This can make Lithuania less competitive if its overall offer is not clearly differentiated. To mitigate this risk, employers should clearly communicate the full value proposition, including long-term benefits and quality of life.

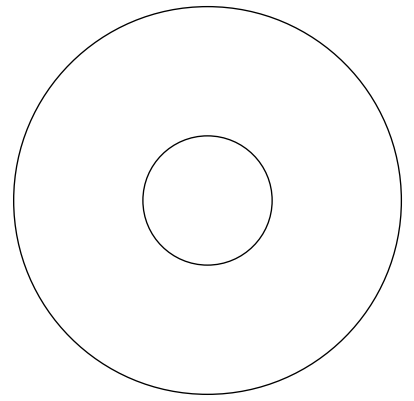
Migration procedures. Recruitment from the Philippines involves multi-stage administrative and legal processes on both sides. The process differs depending on the recruitment model:

- Direct hiring (up to 5 highly skilled workers): typically, 2–3 months.
- Recruitment requiring employer accreditation (more than 5 workers): first-time employers should expect 4–6 months due to accreditation and migration procedures, while subsequent recruitment cycles are generally shorter.

Delays may also occur due to documentation requirements, approvals, and coordination between institutions. To mitigate this risk, employers should plan recruitment timelines in advance, maintain continuous communication with candidates, and use experienced recruitment and relocation partners familiar with the Philippines.

Cultural and communication differences. Communication styles may differ, for example, employees from the Philippines may be less likely to express concerns directly, which can lead to misunderstandings or slower identification of issues in the workplace. This may affect integration and early performance. To mitigate this risk, employers should implement structured onboarding, intercultural training for both incoming employees and local teams, and establish regular communication practices.

Relocation and financial constraints. Relocation requires covering travel, documentation, and initial accommodation costs, while candidates typically have limited financial capacity to cover these expenses upfront. Without adequate employer support, this may result in delays or candidate withdrawal. To mitigate this risk, employers should provide comprehensive relocation packages and clearly communicate what costs are covered.



EXISTING HIRING SIGNAL IN LITHUANIA

Number of new engineering professional hires over the last two years	→ 2025: 5 → 2024: 10	Number of new engineering technician hires over the last two years	→ 2025: 628 → 2024: 161
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Comment: Lithuanian companies have already recruited engineering talent from the Philippines, with demand strongly concentrated in engineering-oriented technician roles, particularly in manufacturing, which leads recruitment levels, followed by construction. While the hiring of engineering professionals remains comparatively modest and is spread across a broader range of sectors, including manufacturing, construction, transportation, and professional, scientific, and technical activities.

SALARIES AND VALUE PROPOSITION

Average salary inside the country (gross) (2024) ¹¹	21 544 PHP/month (~ 308 EUR/month) (rate in June 2026)
Average base engineering salary (2026) ¹²	28 430 PHP/month (~ 405 EUR/month) (rate in June 2026)
Average base salary segmented by engineering profession (2026) ¹³	Civil engineering: 25 821 PHP/month (~ 368 EUR/month) (rate in August 2026) Electrical Engineering: 24 901 PHP/month (~ 355 EUR/month) (rate in August 2026) Mechanical Engineering: 23 851 PHP/month (~ 340 EUR/month) (rate in August 2026)
Tax system ¹⁴	Income tax (graduated rates): 0% - 32% depending on income Employee contributions: SSS (social security): 4.5 %, PhilHealth: 2.25 %, Pag-IBIG (housing fund): 100-200 PHP/month
Cost of living comparison (Lithuania vs Philippines) ¹⁵	Cost of living in Philippines is 42.5 % <u>lower</u> than in Lithuania (excluding rent) Manila is 35.8 % <u>less expensive</u> than Vilnius (excluding rent)
Housing affordability (rent per month Lithuania vs Philippines)	Rent prices in Philippines are 50.5 % <u>lower</u> than in Lithuania Rent prices in Manila are 12.2 % <u>lower</u> than in Lithuania
Quality of Life ¹⁶	<u>Very low</u> in the Philippines (87.49) vs. <u>Very high</u> in Lithuania (185.85). Overall, the quality of life in Lithuania is significantly higher than in the Philippines. Lithuania outperforms the Philippines in purchasing power, safety, traffic/commute quality, pollution levels, and housing affordability. The Philippines' main quality of life advantages are its lower cost of living and relatively more favourable climate conditions.

¹¹ Philippine Statistics Authority (PSA), "Occupational Wages Survey", November 2025.

¹² Indeed, "Engineer Salary in Philippines", August 2026.

¹³ Indeed, "Engineer Salary in Philippines", August 2026.

¹⁴ Salary to Hourly, "Philippines Income Tax Rates 2025 – TRAIN Law Tax Table & 13th Month Pay".

¹⁵ Numbeo, "Cost of Living Comparison Between Lithuania and Philippines", updated May 2026.

¹⁶ Numbeo, "Quality of Life Comparison Between Lithuania and Philippines", updated, May 2026.



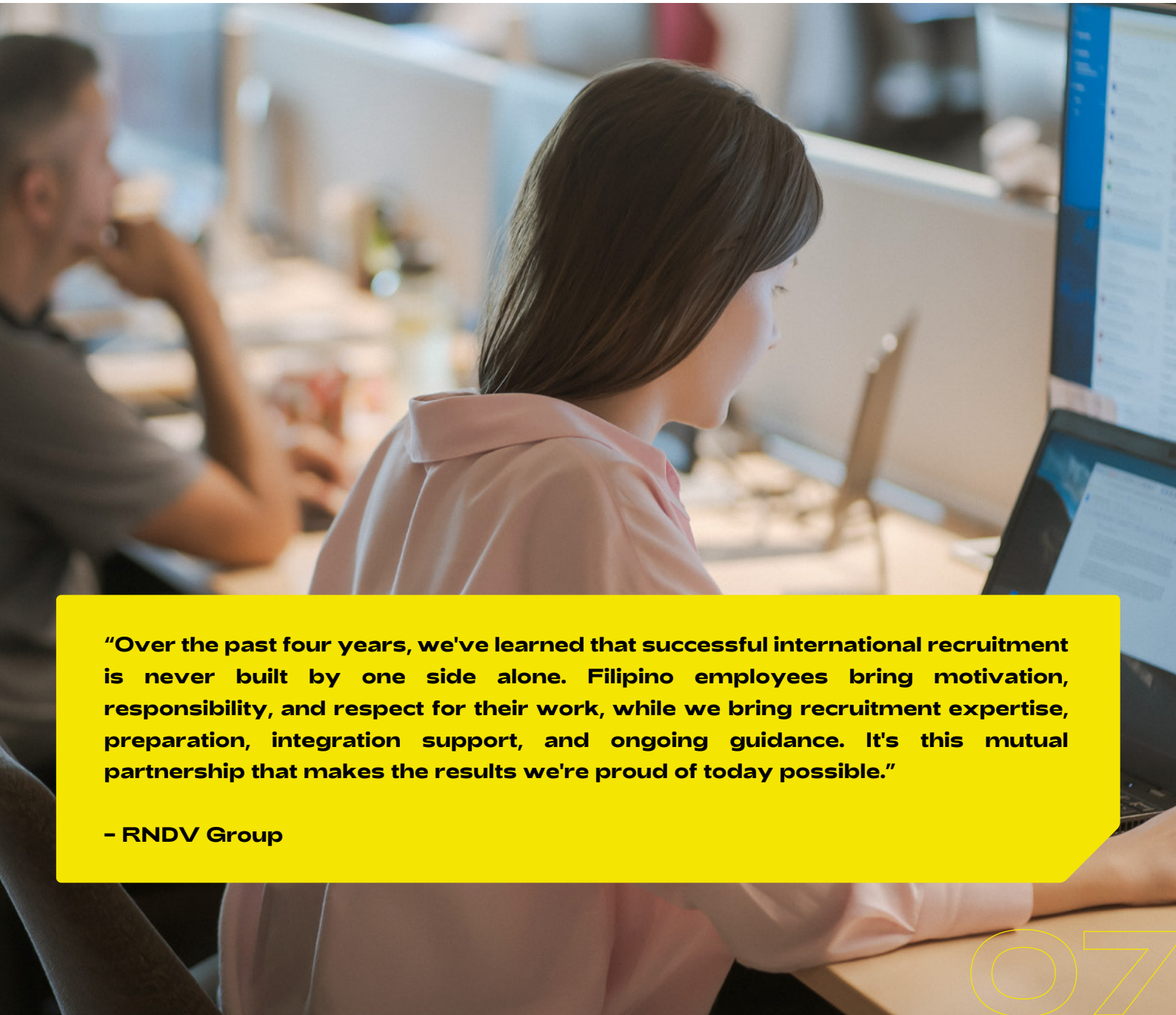
SALARY VS. VALUE PROPOSITION

→ Lithuania may offer a stronger salary proposition than the Philippines for engineering talent, with average engineering salaries estimated at around 405 EUR per month in the Philippines compared with approximately 2 899 EUR per month in Lithuania.

→ Although the cost of living in Lithuania is significantly higher than in the Philippines, the substantial salary differential (approximately 6–7 times higher) more than compensates for these differences, resulting in higher disposable income and stronger purchasing power.

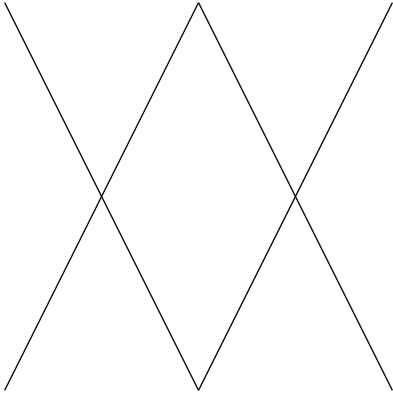
→ However, competitiveness is driven not only by salary, but by the overall value proposition combining higher purchasing power and a substantially higher quality-of-life environment, particularly in terms of safety, healthcare, housing affordability, and environmental quality.

→ Candidates from the Philippines are likely to need a clear comparison of net salary, rent, family-related expenses, healthcare, education and overall living conditions to make informed relocation decisions.



“Over the past four years, we’ve learned that successful international recruitment is never built by one side alone. Filipino employees bring motivation, responsibility, and respect for their work, while we bring recruitment expertise, preparation, integration support, and ongoing guidance. It’s this mutual partnership that makes the results we’re proud of today possible.”

- RNDV Group



MIGRATION

Can candidates travel easily to Lithuania?

Free movement (EU)

Visa-free regime

Visa required before travel

Visa process restrictive

Visa-free entry, but work permit needed

Is there a VFS application centre in this market?

Yes

No

Likelihood of professionals to migrate

High

Moderate

Low

The Philippines shows a notable emigration trend with an estimated 1.89 million highly educated Filipinos residing in OECD countries, ranking among the countries with the largest educated diaspora globally ¹⁷. Remittances sent by overseas Filipino workers play a significant role in supporting family members and account for around 8.3 % of the Philippines' GDP. This reflects the long-standing importance of labour migration in the country and contributes to a generally positive perception of overseas employment among Filipino professionals. Filipino workers are in strong global demand in sectors such as healthcare, IT, and engineering, reflecting the country's role as a major supplier of skilled labour internationally ¹⁹.

KEY DESTINATIONS LITHUANIA IS COMPETING WITH



Saudi Arabia



The United Arab Emirates



Singapore



Germany



UK



Canada

¹⁷ Inquirer News, "Highly-Educated Filipinos as OFWs: A Double-Edged Sword for PH", 9 May 2024.
¹⁸ Remittances from overseas Filipinos hit all-time high in 2024 | Philippine News Agency (release date 17 February 2025).

