



FILIPINO EMPLOYEE WELLBEING REPORT 2022

KEY FINDINGS BASED FROM A SURVEY OF POSITIVE WORKPLACES



Introduction

Unprecedented, numerous, and disruptive challenges have been faced by the Philippines in the onslaught of the COVID-19 pandemic. Ordinary people and organizations are forced to adjust their ways of living to fit the new normal while dealing with worsened wellbeing. At the early phase of 2020, at least 3.6 million Filipinos suffered from mental health (Department of Health, 2020). That being said, the burden brought by the pandemic goes far beyond physical health; it emphasizes the urgency and reality of mental health and wellbeing in the Philippines.

From a health and humanitarian emergency, the pandemic now posed to be an economic crisis as the Filipino workforce bears its brunt end with high work demands, loss of livelihood, and off work-and-life balance (Ibanez, 2021). Feelings of job insecurity as well as the uncertainty of the future were prevalent, causing many to consider working less and resign altogether (Caringal-Go et al., 2021).

Evaluative reactions about the seeming lack of support of employers at this vulnerable period also formed unfavorable changes in intended work performance, in which workers felt complacent and uncompelled to work as hard as before, just striving for the bare minimum (Caringal-Go et al., 2021). On a larger scale, mental health conditions lower labor force participation, lead to more sick leaves, and reduce job productivity. They also lose an average of two hours per day – translating to one day per week, and finally two months each year (Ibanez, 2021).



Introduction

Finally, the deterioration of mental and physical health, negative work attitudes and behavior, and interest in psychological advantages at the workplace all raise employee wellbeing as a priority for organizations to ensure that their initiatives are supportive of their workforce (Investing in Women Asia, 2021). It enables organizations and individuals to be aware of and foster a reciprocal dynamic, as demonstrated by how organizational efforts in response to the pandemic made individual coping mechanisms more possible (Teng-Calleja et al., 2020). The proper functioning of society is grounded on the sound mental health of its people (Department of Health, 2020), and with its importance to organizational and economic sustainability, wellbeing must first be treated as an indispensable dimension in the daily lives of employees as human beings.

The following report comprises some key items from a survey conducted by Positive Workplace last July 2022 to better understand the wellbeing of Filipino employees and the different barriers to their wellbeing in different aspects of life. Through the following report, Positive Workplaces hopes to highlight key challenges currently faced by the Filipino workforce, to hopefully challenge both employees and organizations to create cultures that enhance the wellbeing of the Filipino workforce.

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Criteria for Survey Participation

We considered the following respondent criteria:

Individuals aged 21 to 60 years old

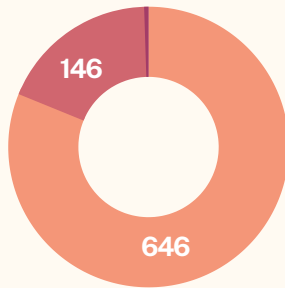
Must be a Filipino Citizen residing in the Philippines

Must be employed and working in the Philippines

Must be employed full time

Demographics

Age



- 21-40 years old (81.2%)
- 41-60 years old (18.3%)
- 61+ years old (0.5%)

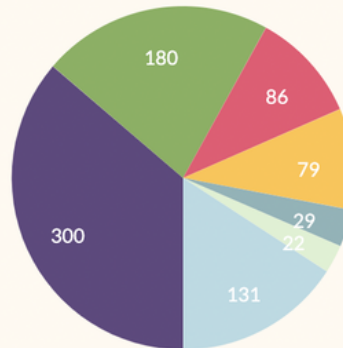
Most of the respondents (81.2%) fall within the 21-40 years old age range.

Gender



Based on the survey, 76.9% identified as Female, while 22.6% identified as Male. The rest preferred not to say.

Region



- NCR (36.28%)
- Region 4A (21.77%)
- Region 6 (10.4%)
- Region 3 (9.55%)
- Region 1 (3.51%)
- Region 2 (2.66%)
- Other Regions (15.84%)

Majority of the respondents came from NCR, CALABARZON, Western Visayas, and Central Luzon

SURVEY RESULTS

Key Survey Items:

- 01 "I believe that I am adequately compensated for the work that I do"
- 02 "I maintain a healthy lifestyle"
- 03 "I have difficulty keeping up with the demands of work"
- 04 "I find the work that I do repetitive"
- 05 "My workplace negatively impacts my health"

Respondents



Survey Period

July 2022

Way of Collection

Survey via Google Forms

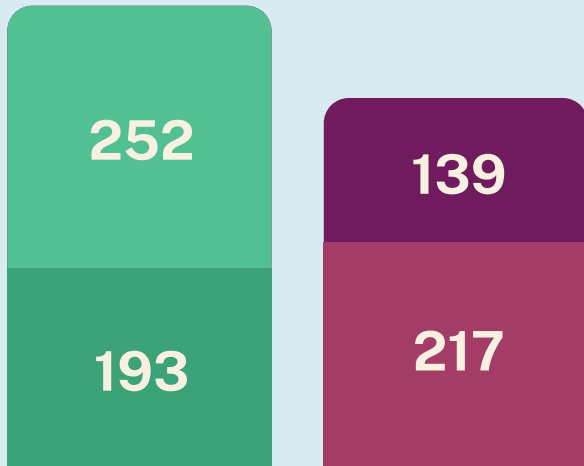
Total Respondents

801

ITEM 1

"I believe that I am adequately compensated for the work that I do"

Strongly Agree Disagree
Agree Strongly Disagree



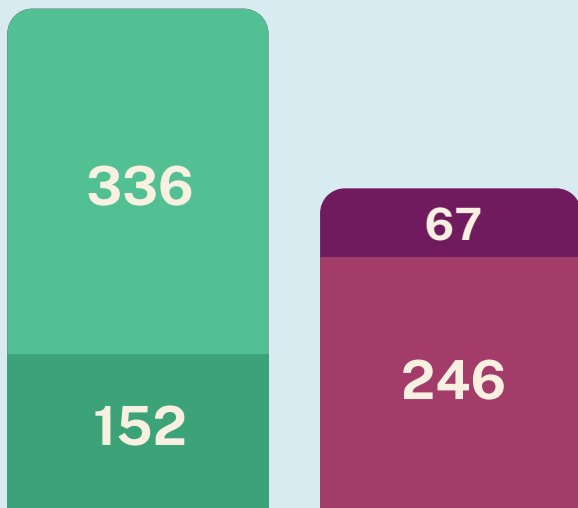
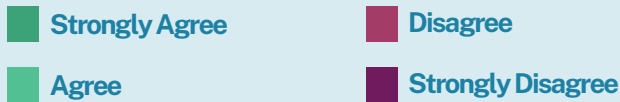
44%

of survey respondents believe that they are not adequately compensated for the work that they do



ITEM 2

"I maintain a healthy lifestyle"



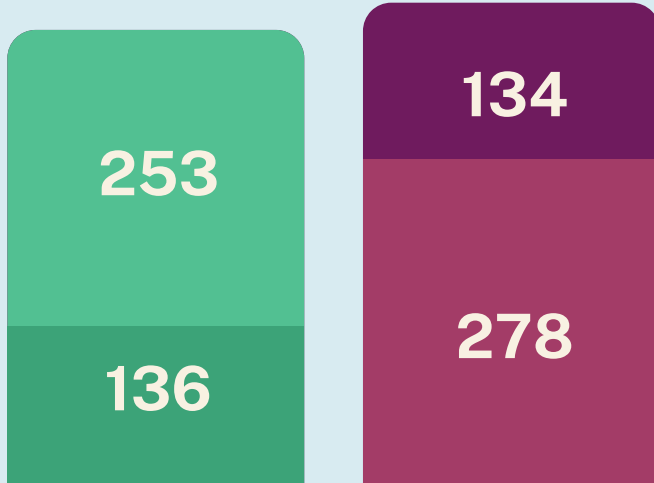
39%
of survey respondents
are unable to maintain
a healthy lifestyle



ITEM 3

"I have difficulty keeping up with the demands of work"

- Strongly Agree
- Disagree
- Agree
- Strongly Disagree



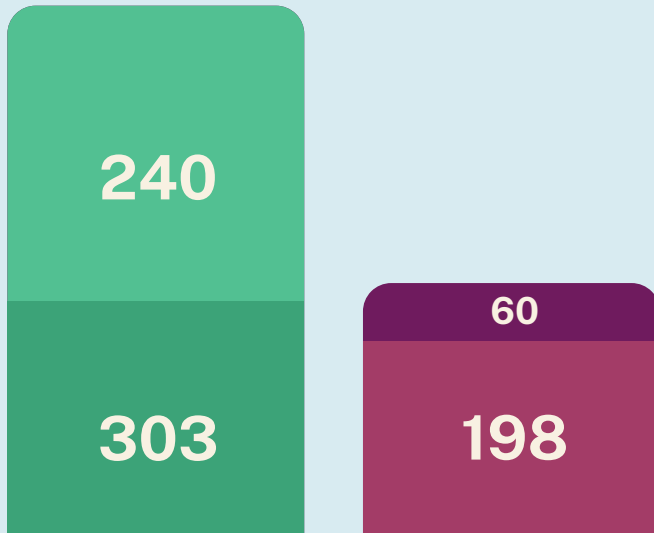
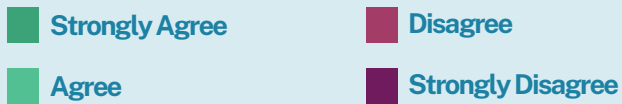
49%

of survey respondents stated that they have difficulty keeping up with the demands of work.



ITEM 4

"I find the work that I do repetitive"



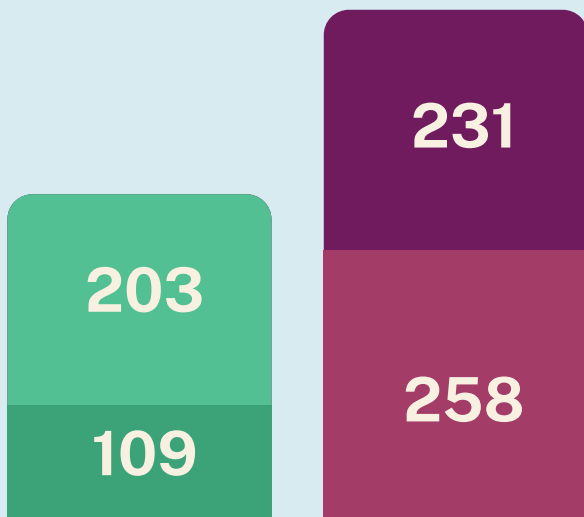
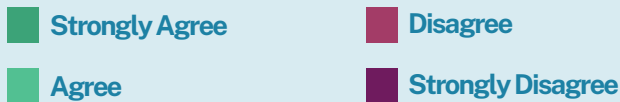
68%

of survey respondents find the work that they do repetitive



ITEM 5

"My workplace negatively impacts my health"



39%

of survey respondents state that their workplace negatively impacts their health



RECOMMENDATIONS

Valuing Needs

It is important to monitor the progress and trends of an organization, especially the needs of employees; therefore, it is essential to conduct an interactive approach to understanding the effects of benefits and compensation of the organization to the employees. In conducting regular evaluations of the demands and needs of employees, specific areas of needs of employees can be improved or addressed, grievances can be resolved, and fairness can be promoted (Killian, 2019).

You can also read our article: <https://bit.ly/LearnWhenToSayNo>

Building Strengths

To build competence, training and coaching sessions can be organized for the employees to gradually reach a level of experience that enables them to handle their work better. Employees will perform better after being coached in an effective and meaningful way (Truitt, 2011), and they would be happy to know that their organization is looking out for their professional growth.

What remains is to remind the employee about their strengths, and work with them to see how they can best use them to improve their performance in the work they do. By playing to others' strengths, one can put managers in the right projects, find leaders in unlikely places, and help employees do their jobs better with the strengths they already have.

You can also read our article: <https://bit.ly/ApproachingPurposeThroughIkigai>



RECOMMENDATIONS

Individualizing Strategies

Individualizing strategies can be a powerful way to make work more efficient and less repetitive. Starting with self-management and self-goal setting, essentially allowing employees to work without needing to regularly interact with their leaders. To reduce errors at work, self-monitoring can help encourage an employee's desired behaviors by their own accord (Ferguson & Rivera, 2021).

Building both flow and psychological safety in your teams are also found to be very powerful. To deal with repetitive work, the skills of the employee must be equal to the challenge that their work gives them. This paves the way for an optimal experience of work and the experience of flow. Thus helping the employee perform effectively and creatively towards their personal and career growth (Bakker & van Woerkom, 2017; Zito et al., 2019). Finally, having psychological safety in a team means that everyone knows that they can voice opinions and concerns within the group without feeling rejected or embarrassed (Bresman & Edmondson, 2022). In an organization, psychological safety facilitates team efficacy, mental wellness, and learning from failures (Kim & Connerton, 2020).

You can also read our article on: <https://bit.ly/BeingOurBestSelvesThroughEngagement>

Health and Lifestyle

Let's start with the basics: deep breathing is a vital exercise that our body needs for better function. When we are conscious and aware of how we breathe and incorporate proper breathing, we allow more airflow in our lungs to distribute oxygen throughout our body, calming nerves, and reducing stress, and anxiety (Rhoads, 2021; Prancing, 2021). In particular, deep breaths play a vital role in our autonomic nervous system's fight or flight response. Proper breathing also controls our adrenaline response to panic and anxiety, helping restore us to a much calmer state.

Rest is also critical. Sleep, unwind, interact! Don't fear rest. There can be this bugging thought that rest is not deserved, however, allowing rest has a lot of beneficial effects that contributes to employees mental, emotional, and physical health, to name a few. Be more intentional with breaks and less guilty about taking them. Work can be a great source of wellbeing, but only if there are also opportunities to take care of ourselves!

You can also read our article: <https://bit.ly/HowToCopeWithTypesofStress>

ABOUT US

Positive Workplaces is a training and consulting company where we aim to empower individuals to work towards their wellbeing and contribute towards building Positive Filipino Workplaces.

Our MISSION is to co-create cultures that enhance the wellbeing of the Filipino workforce




CONTRIBUTORS TO THIS FILIPINO WELLBEING REPORT


Positive Workplaces Research and Development Department headed by Kurt De Castro


John Baluyot and Nikki Vergara - Positive Workplaces Founders


Marketing and Design Department headed by Kelly Pauig

Know more about us

 [Facebook.com/PositiveWorkplacesPH](https://www.facebook.com/PositiveWorkplacesPH)

 www.positiveworkplaces.org

 [Linkedin.com/PositiveWorkplaces](https://www.linkedin.com/company/PositiveWorkplaces)

 learn@positiveworkplaces.org

Contact Us!
learn@positiveworkplaces.org

POSITIVE
WORKPLACES

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