

Deciding to open a new location in the Philippines requires plenty of prior planning, time, and money. One of the most important tasks of any expansion is hiring the right employees to help your new location succeed — which can be challenging if you don't have an understanding of the country's culture and business etiquette. While hiring employees in the Philippines may seem simple, you have to learn all of the country's employment laws, set up a subsidiary, and add new employees to your payroll.

Instead, choose Globalization Partners. Our Philippines hiring outsourcing services will let you start working without first establishing a subsidiary. We'll hire employees on your behalf, ensure you stay compliant, and give you peace of mind about how to hire Filipino employees.

Recruiting in the Philippines

Learning about Filipino culture is essential when it comes to the interpersonal aspect of the recruitment process. However, it's just as important to make sure you're familiar with some of the more practical parts of staffing and recruiting. Be sure to put some thought into finding the best recruitment channels and making sure your company complies with the legal requirements for employers in the Philippines.

Sourcing Top Talent During the Recruitment Process

Social media is on the rise as a way for employers to connect with talented professionals in the Philippines. Facebook and LinkedIn are both popular. You might also want to look into industry-specific sites to find specialized talent. For example, GitHub is a great social platform for professionals in the IT field.

You should also make sure your company's website is mobile-friendly, as most job seekers will use their mobile devices to explore job postings.

Legal Requirements for Staffing in the Philippines

As the employer, it's your responsibility to make sure your company complies with local laws

and regulations from the beginning of the recruitment process. In the Philippines, the law prohibits employers from discrimination against workers and potential hires based on:

- Ethnicity
- Religion or beliefs
- Race
- Gender
- Sex
- Sexual orientation
- Civil status
- Medical condition

To ensure compliance, you should avoid asking candidates direct questions related to any of these characteristics.

How to Hire Employees in the Philippines

Culture plays a huge role in how to hire employees in the Philippines. The country has strong community ties, where they consider employers to be patriarchal and responsible for taking care of employees. Filipino employees also don't like saying "no" to superiors, friends, and colleagues, which can lead to miscommunications during contract negotiations.

Employees you choose to hire may try to negotiate a net salary instead of a gross salary. If you're trying to hire Filipino employees under a gross salary, make sure you clarify that all the offers are the gross salary and not net.

Philippines Employment Compliance Laws

The typical workweek in the Philippines is 40 hours with a workday of eight hours, though some industries require 48-hour workweeks with overtime. Overtime is permitted and must be paid at a rate of at least 125% of the employee's normal rate of pay.

Philippines employment compliance does include an optional six-month probationary period,

but it can't extend past six months aside from skilled apprenticeship programs.

While Filipino employees are allowed to unionize by law, collective bargaining is not common in the country. Only about 10% of the workforce is a part of a union or collective bargaining association.

How to Successfully Onboard Employees

The right work environment is also important to employees in the Philippines and makes a big difference for onboarding. Cutthroat office environments common in the U.S. are not successful in the Philippines, and it can deter employees from staying with your company. Instead, cultivate an environment of respect and admiration, where everyone appreciates each other's work. Although salaries are typically low in the Philippines, offering a higher salary is a great way to keep your retention rate high.

Benefits of Choosing Philippines Hiring Outsourcing

Learning all of the Philippines' employment compliance laws can take a significant amount of time and money, but being found non-compliant can hurt your company even more, leading to fines or sanctions. Globalization Partners can help through our Philippines hiring outsourcing services. As the Employer of Record, we'll hire employees that work for you from day one. That way, you won't have to go through the lengthy subsidiary process, and you can focus on running your company instead of worrying about how to hire Philippines employees.

Work With Globalization Partners

If you're ready to expand to the Philippines, work with a global PEO you can trust — Globalization Partners. [Contact us today](#) to learn more about our services.