

Methodology

# The Philippines' Best Employers 2026



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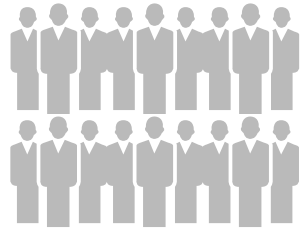
## Summary

- The Philippines' Best Employers list has been chosen based on an independent survey from a vast sample of more than **16,000** employees working for companies employing **at least 250 people** in their operations in the Philippines.
- The employees have not been consulted via their employers but **anonymously** through several online panels and via The Philippine Daily Inquirer website. By doing so, the employee could openly state their opinion, avoiding any influence from their employer.
- Each employee has been asked which firm or institution they work for in an open-ended question with an autofill-option. Where appropriate, subsidiaries of larger entities have been combined for evaluation. The survey has been conducted on companies from all industry sectors employing **more than 250 employees in the Philippines**. The recommended employers have been grouped into one of the **28 industry sectors**.
- In total more than **700,000** recommendations were evaluated. The evaluation was based on two distinct criteria:
  - 1. Direct recommendations:** Employees were asked to rate their willingness to recommend their own employers to friends and family. The responses were analyzed on a scale from 0 to 10, where 0 means "I wouldn't recommend my employer under any circumstances" and 10 means "I would definitely recommend my employer".
  - 2. Indirect recommendations:** Participants were also prompted to evaluate other employers that stood out either positively or negatively.
- Furthermore, the employees were asked over **50 questions about work related topics**: Employees were asked to give their opinions on a series of statements (e.g., working conditions, salary, potential for development and company image) regarding their current employer. The rate of agreement/disagreement regarding the statements was measured on a 5-point Likert scale.
- In total the survey took an average of 10 minutes to complete, and the survey period ran from mid of May to mid of June 2025.

# The calculation of the direct and indirect score is based on more than 700,000 employee recommendations

## Survey

The survey has been conducted using an **online access panel**, providing a representative sample of more than **10,000** employees working part- or full-time for companies and institutions employing **more than 250 employees in the Philippines**. In addition, eligible employees were also invited via The Philippine Daily Inquirer's website to participate, and more than six thousand completed the online survey form from there.



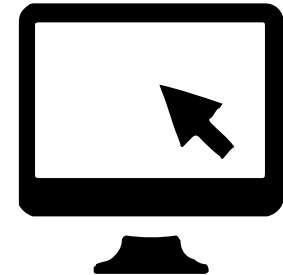
**Online access panel**

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



**>10,000 participants:**

- ✓ **Full-time** (> 30 hours per week)
- ✓ **Part-time** (< 30 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size < 250 employees**



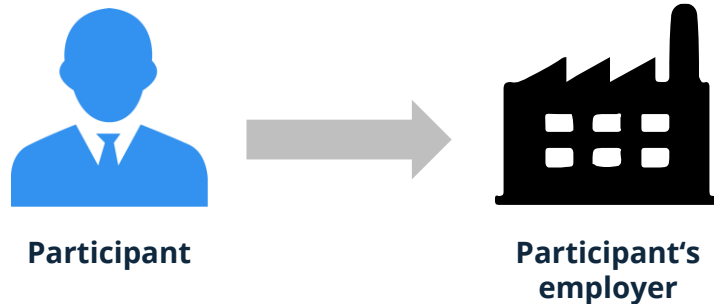
**Survey**

# Calculation of the scores: For each employer, a combination of the direct and indirect score

The score is based on the two main elements below:

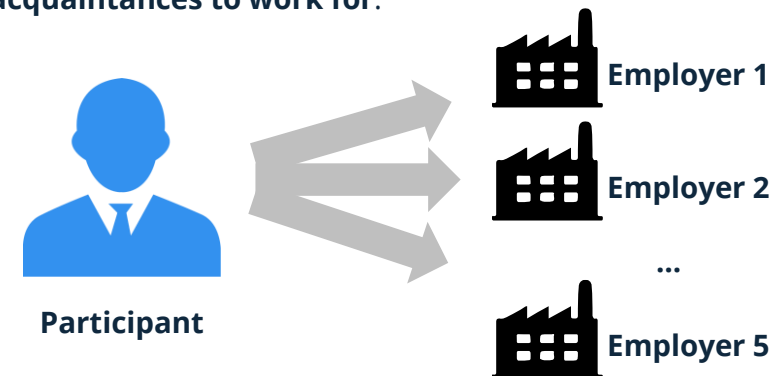
## 1. Direct score: Willingness to recommend one's own employer

- > In order to measure the willingness to recommend one's own employer, the following question has been asked: „**On a scale of 0 to 10, how likely is it that you would recommend your employer to a friend or family member?**” (0: wouldn't recommend my employer under any circumstances, 10: would definitely recommend my employer).



## 2. Indirect score: Willingness to recommend other employers

- > The participants have also been asked if there are other **employers they would recommend to their acquaintances**, or, on the contrary, if there are other **employers they would not recommend their acquaintances to work for**.



The results of these two elements have been combined to calculate a final score with a **greater weight given to the direct score**, i.e., willingness of the participants to recommend their own employer.<sup>(1)</sup>

# Industries

Each employer was assigned a respective industry

1. Aerospace & Defense
2. Agriculture
3. Automotive (Automotive and Suppliers)
4. Banking and Financial Services
5. Business Services & Supplies
6. Clothing, Shoes, Sports Equipment
7. Construction, Oil & Gas Operations, Mining and Chemicals
8. Drugs & Biotechnology
9. Economy, Politics & NGO
10. Education
11. Engineering, Manufacturing
12. Food, Soft Beverages, Alcohol & Tobacco
13. Government Services
14. Health Care Equipment & Services
15. Health Care & Social
16. Insurance
17. IT, Internet, Software & Services
18. Media & Advertising
19. Packaged Goods
20. Professional Services
21. Real Estate
22. Restaurants
23. Retail and Wholesale
24. Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
25. Telecommunications Services, Cable Supplier
26. Transportation and Logistics
27. Travel & Leisure
28. Utilities