

The State of Financial Wellness in 2024: **A Closer Look at Current Economic & Monetary Health of Filipinos**

 24 PAGES



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Executive Summary

The importance of understanding financial wellness cannot be overstated, especially given the widespread financial stress and knowledge gap among Filipinos. This report is an important resource for understanding the economic and monetary health of Filipino workers, offering crucial insights and actionable strategies beneficial for your organization.

Our extensive research has identified key areas of concern, including the alarming rate of insufficient emergency funds and high levels of debt, particularly in personal loans and credit card debts.

The survey also highlights a gap in investment knowledge and underutilization of financial wellness programs, indicating key opportunities for intervention.







By prioritizing financial education, accessible retirement planning, and debt management, businesses can significantly improve their employees' financial health. Informed and proactive companies foster a stable, productive, and financially secure workforce, contributing to long-term organizational growth and success.

Methodology

Sprout conducted a comprehensive survey to assess the financial wellness of Filipino workers, analyzing responses from 2,493 individuals across various industries in the Philippines. This data was meticulously gathered from Sprout's extensive network, with the primary objective of shedding light on the financial behaviors, attitudes, knowledge gaps, and employment benefits utilization of employees.

The participant selection criteria ensured a diverse, representative sample. We targeted a distribution across industries, employment levels, and a range of demographic backgrounds to capture a wide spectrum of financial experiences among Filipino workers.

The survey focused on key financial wellness aspects such as:

 General financial well-being	 Retirement planning
 Savings and emergency funds	 Investments and financial knowledge
 Debt management	 Benefits and perks

Statistical measures like percentages and ranges were used for a balanced analysis, with outliers removed for accuracy.

Key Findings

Filipino Workers Are Facing Challenges With Their Finances

- Over 40% of respondents report being unsatisfied with their finances.
- Only 20.7% of Filipinos are able to comfortably cover expenses.
- Nearly 80% of Filipinos face difficulties managing expenses.
- 91.8% of respondents report experiencing financial stress and anxiety at least sometimes.

Majority of Filipinos Are Not Saving and Unprepared for Emergencies

- 60% of employees have no emergency funds (NEF) established.
- 53.37% of respondents without emergency funds (NEF) often or very often experience financial stress.
- 51.9% of NEF respondents are in the 20–30 age group.



Debt Is a Problem for Most Filipinos, and They Are Seeking Ways to Reduce It

- 65.5% of Filipino respondents are dealing with debt, primarily from personal loans and credit cards.
- 34.7% of Filipinos feel uncomfortable or very uncomfortable with their debt.
- 87.8% of Filipino workers are actively trying to reduce their debt.
- The demand for budgeting apps, loan restructuring programs, and financial education highlights a strong need for resources and tools.

Despite Filipinos Preparing for Retirement, Half Lack Confidence in Meeting Goals

- 88% of respondents are actively contributing to some kind of retirement savings plan.
- SSS and Pag-IBIG Fund are the most popular retirement plans.
- 50.7% of Filipinos do not believe their current retirement contributions are sufficient to meet their goals.



Filipinos Have Limited Investment Knowledge and Are Seeking Financial Education

- 55.5% of Filipinos report very limited or limited understanding of investment options.
- 72.5% of respondents are seeking further financial education in investments.

Most Filipino Workers Are Utilizing Employee Benefits, but Awareness Is Still a Must

- The most widely used financial benefits are SSS Contributions at 87.2%, followed by Pag-IBIG Fund at 75.3% and PhilHealth Benefits at 68.5%.
- 54.9% of Filipinos have used financial benefits, and 30.6% plan to in the future.
- 43.3% of respondents are unaware of financial benefits and wellness programs.

Introduction

The dream of financial freedom is alive and well among Filipino workers. Despite facing economic challenges, they continue to find ways to take control of their money and build a life of financial stability.

In our recent ebook titled "[Financial Wellness Programs: Creating a Thriving, Hybrid Workplace](#)," we found that 60% of Filipinos have altered their financial behaviors as a result of the pandemic. In fact, 37% of adults have increased their emergency savings, while 17% have turned to online banking and digital payments more frequently. If we use the [2020 PSA Census of Housing Population and Housing](#) to account all adult Filipinos, that's over 27.8 million more adults saving and over 12.7 million using online banking.

In addition, financial account ownership in the Philippines has nearly doubled in the past two years, indicating greater financial inclusion. In total, [22 million](#) Filipinos have opened new financial accounts and [41 million now have access to e-money services](#).

Despite the increasing number of e-money users, financial literacy in the Philippines is still a foreign concept to many citizens. A BusinessMirror article reports that only [25%](#) of the Filipino population can answer financial literacy questions through surveys.

This lack of financial literacy can lead to financial difficulties and stress. In fact, a survey found that seven in ten Filipinos are struggling with debt, making the Philippines one of the "[most stressed](#)" nations when it comes to managing household finances compared to other Asia-Pacific countries.

With alarming problems like this, employers have a crucial role in promoting the financial wellness of their biggest asset – their employees.

Companies that educate employees on financial skills yield tremendous benefits by empowering workers to take control of their money, reduce financial stress, and boost productivity. Implementing [financial wellness programs](#) should be seen as an impactful talent investment that can empower Filipinos through financial literacy.



7 in 10 Filipinos struggle with debt, making the Philippines one of the “most stressed” nations financially compared to other Asia-Pacific nations

Discussion of Findings

The survey gives us a detailed insight into how Filipino workers are doing financially. It helps companies understand the financial challenges and opportunities out there today.

It delves into crucial topics like general financial well-being, savings and emergency funds, debt management, retirement planning, investment and financial knowledge, and the utilization of financial benefits and perks.

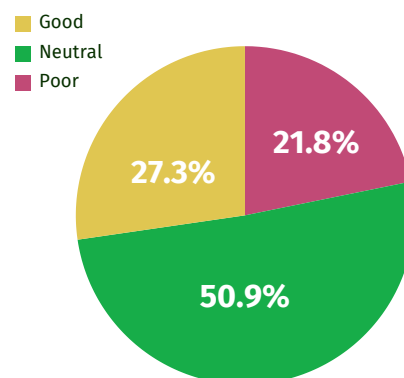
🔍 Exploring Filipino Finances: A Closer Look at the Philippines' Overall Financial Health

Majority Perceive Their Financial Situation as Neutral

It's evident that many Filipino workers face financial challenges, with 21.8% of respondents rating their situation as poor and over half (50.9%) seeing it as neutral, indicating potential vulnerability to economic changes and unexpected expenses.

These self-assessments reveal a concerning state of financial health among the workforce, where a significant portion does not view their financial status as "good" or "great." This situation highlights the urgent need for targeted support to improve Filipino workers' financial well-being.

How Filipinos Feel About Their Overall Financial Well-Being



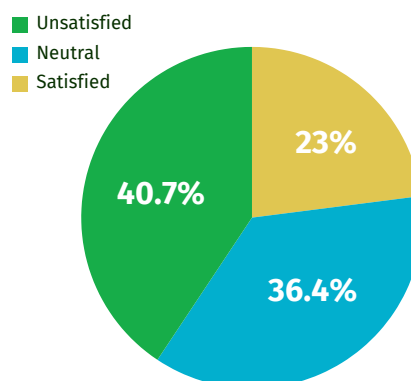
Financial Dissatisfaction Is High Among Respondents

When asked about their financial satisfaction, over a third (36.4%) of respondents feel neutral, which suggests they have achieved some sort of financial stability, but not enough to feel totally satisfied.

On the other hand, 23% report satisfaction, reflecting a segment that feels positively about their financial status. Still, over 40% of respondents report being unsatisfied with their finances.

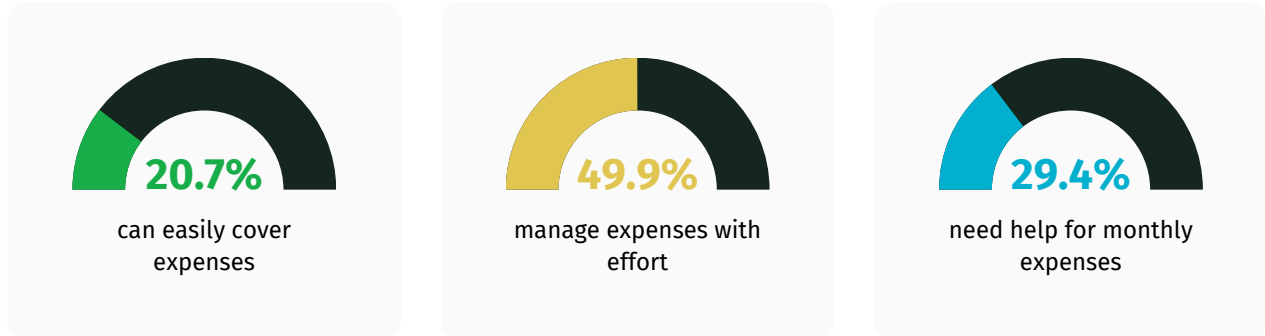
This high level of dissatisfaction indicates widespread financial stress, potentially due to [low wages, low salary increases, and high living costs](#). Financial worries can [negatively affect overall mental health](#) and trigger negative self-perceptions in individuals about their money management abilities, leading to reduced financial well-being. More financial education and planning assistance should be done to address these issues, and financial wellness programs could be a good solution to improve Filipinos' financial satisfaction.

How Filipinos Feel About Their Finances



Significant Proportion Struggles to Meet Monthly Needs

It's clear that there is significant financial strain among Filipinos, with only a small fraction (20.7%) able to cover expenses without difficulty. The majority, nearly 80%, experience varying degrees of financial challenges: 49.9% can mostly manage but likely with some effort, while 29.4% need help to meet monthly expenses. For the 29.4% who find themselves in need of assistance, [Sprout InstaCash](#) can be a great solution to gain emergency funds for immediate financial relief.



With only [₱18,423](#) as the average monthly income in the Philippines and [₱12,030 as the minimum salary for a family of five](#), managing financial can be a huge challenge for employees with families, especially considering the average household size is [4.1 persons](#). The situation is also worsened by the steady increase in the cost of food, which grew by an average of [6.1%](#), significantly higher than the targeted 2% to 4%.

These numbers show how difficult it is for many Filipinos to manage finances, emphasizing the importance of providing more financial help and creating policies to reduce the impact of these challenges.

Minority Lack Confidence in Financial Management

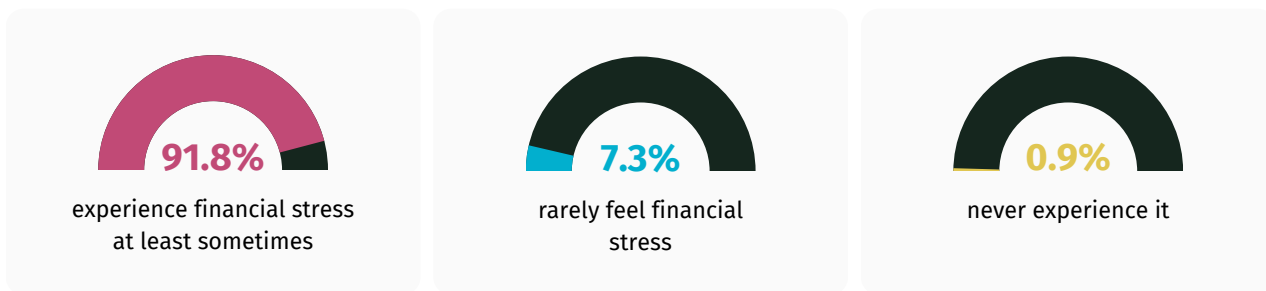
While most Filipinos (89%) have some degree of confidence in managing finances, there are 11% who report no confidence at all. Although this may seem like a small portion, with an adult population of [75.26 million](#), this translates to over 8 million Filipinos feeling completely disempowered when it comes to personal finance.

Lack of financial literacy and confidence can contribute to wider economic [inequality](#), impacting disadvantaged groups already facing economic challenges, such as people in rural areas, those with lower education levels, and informal sector workers.

Not understanding basic concepts like budgeting, saving, investing, and managing debt can lock over 8 million people into a cycle of poverty. This highlights an urgent need to cultivate financial literacy, especially among vulnerable groups, to foster greater economic self-efficacy.

Financial Stress Affects Nearly All Filipino Workers

A significant 91.8% of Filipino workers report experiencing financial stress and anxiety at least sometimes. Only 7.3% "rarely" felt financial stress and 0.9% "never" felt it.



From these results, it's clear that most Filipinos workers need help managing their finances to alleviate financial stress and anxiety, as ongoing stress can [negatively impact overall wellness and quality of life](#).

The reality that almost all respondents face financial stress highlights the critical need for financial wellness initiatives. Employers have an opportunity here to help employees through financial wellness programs or resources as part of employee benefits.

Majority Reassess Financial Goals, Yet Many Fall Behind

While most Filipinos (59%) proactively reassess their financial goals, nearly one-third (32.9%) do it "sometimes," 7.3% do it "rarely," and 0.9% never do so. This lagging engagement reveals gaps in maintaining sound financial management.

According to the [AIA Save Smarter Study 2021](#), nearly one-third of participants (31%) save any remaining money after covering their expenses without a strategic savings approach and 25% have fixed savings. Without frequent checking and realigning, people risk not meeting their long-term financial goals.

There are several reasons why people struggle to regularly reassess and achieve their financial goals. A lack of financial literacy, inadequate savings, and high debt levels make it difficult to implement sound money management practices. Furthermore, psychological factors like [lack of motivation](#) and giving in to [lifestyle inflation](#) tend to derail financial plans.

By providing financial education, enhancing access to financial services, and leveraging technology, organization can help address these gaps, enabling more Filipinos to engage in sound financial management practices.

Money Remains a Sensitive Topic for Filipinos

While 42.8% Filipino workers do engage in discussions about personal finances, there are 21.7% who rarely or never do so. Additionally, 35.5% only discuss finances sometimes. This reluctance often stems from the perception of [financial scarcity as a marker of failure](#), given the Filipino mentality that "money = social status."



Admitting to struggles like overwhelming debt or insufficient provision for one’s family is challenging, partly due to the [fear of judgment](#). And for those in a better financial position, there is a concern about appearing boastful or the risk of becoming a target should this information reach malicious individuals.

This just shows that money remains a sensitive topic for many, and this lack of conversation could contribute to limited financial literacy and confidence. Employers can help by offering financial advice through experts and financial resources, facilitating open money talks, and building employee confidence around finances.

Concerning Lack of Focus on Debt and Tax Strategies

The data on financial education interests reveals both promising and concerning trends. On one hand, there is encouragingly high demand among Filipino workers to expand their knowledge on money management topics like budgeting, investing, and retirement planning.

81.1% expressed interest in learning about budgeting and saving – foundational skills for managing cash flows and building wealth. Nearly 75% also want to improve their understanding of investing, and 44.6% want to learn more about retirement planning. Such positive intent reflects a recognition of the value of financial literacy and desire for upskilling.

However, lower interest in debt management (39.7%) and tax strategies (21.6%) is concerning. With [consumer debt on the rise in the Philippines](#), learning debt reduction and tax strategies should be a priority for many. More awareness building around debt and taxes can help Filipinos be more educated in making financial decisions.

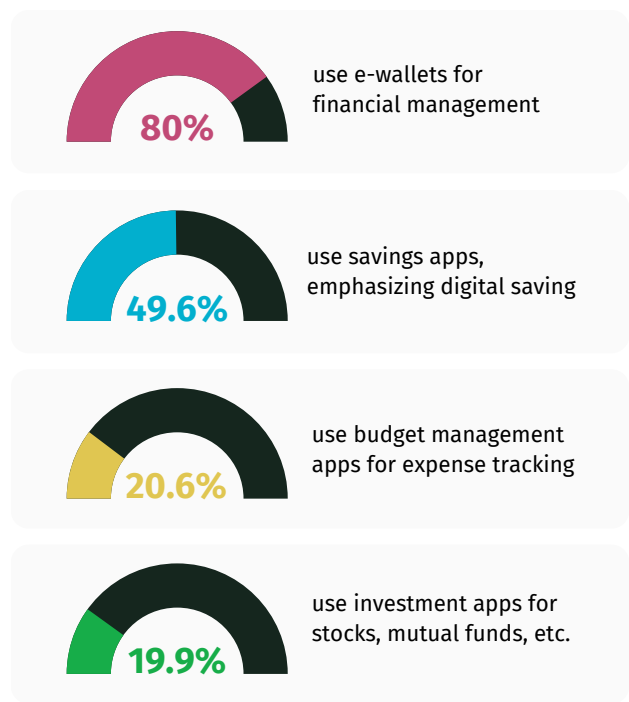
Low Usage of Investment and Budgeting Tools Among Filipinos

Digital financial tools are gaining traction among Filipinos. 80% of people surveyed use e-wallets for payments and 49.6% use savings apps to help manage their finances. However, only 20.6% use budget management apps and 19.9% utilizes investment apps.

While the preference for e-wallets makes transactions easier, reliance on just payments apps can limit growth of savings and investments. To drive higher usage on investment apps, fintechs and employers need to increase awareness on the value of investments and promote wealth management solutions that can be personalized.

Additionally, the lower adoption of budgeting tools highlights an area for consumer education. Encouraging active tracking of expenditure using digital expense management can enable better savings and debt reduction.

The digital finance landscape offers promise but stakeholders must collaborate to develop holistic platforms that advance multiple facets of financial health.



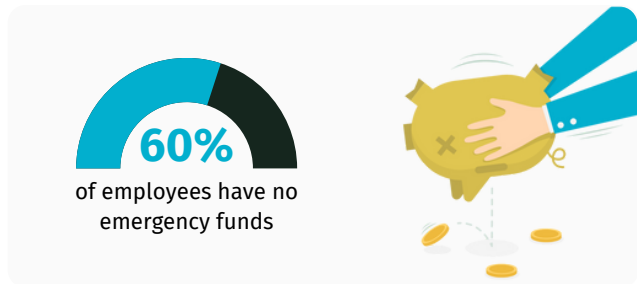


The Filipino Financial Safety Net: A Deep Dive into Savings and Emergency Funds

Notable Gaps in Savings and Emergency Preparedness

Sprout’s State of Financial Wellness 2024 survey reveals a concerning reality – a majority of respondents lack adequate savings for unexpected expenses.

In fact, 60% of employees have no emergency funds (NEF) established, while only 40% are equipped with emergency funds (WEF).



And when asked whether they have saved money consistently in the past year, only 37.2% said “Yes”, while a significant portion (62.8%) said “No”. This leaves NEF employees vulnerable to unexpected expenses like medical emergencies and accidents.

The results show widespread financial unpreparedness, underlining the need for financial knowledge and savings measures. It also emphasizes the crucial role of businesses in helping employees develop emergency funds and enhance financial wellness.

Majority of Filipinos Are Not Prepared for Emergencies

The data reveals a concerning lack of financial resilience among Filipinos when faced with unexpected costs. A sizable 34.5% are completely unprepared to handle such scenarios, underscoring the prevalence of living paycheck to paycheck without savings buffers.

Another 31.7% feel only somewhat equipped to cover surprise bills. Together, over 66% of Filipinos are severely vulnerable to contingency events and risk falling into debt traps if faced with sudden expenses like medical bills, car repairs, or home damages.

Even those feeling moderately prepared (29.4%) may find their reserves insufficient for large unplanned costs. Only 4.4% have complete confidence in their ability to tackle shocks. Employees should be given support to help them during tough time. Companies can help by making it easy for employees to access cash advances during emergencies.



Majority of Emergency Funds Fall Below Recommended Level

An alarming 45.3% of respondents report having no emergency funds established. Of those with emergency funds, most (36.8%) have saved only 1 to 3 months worth of living expenses, falling short of the recommended 3 to 6 months.



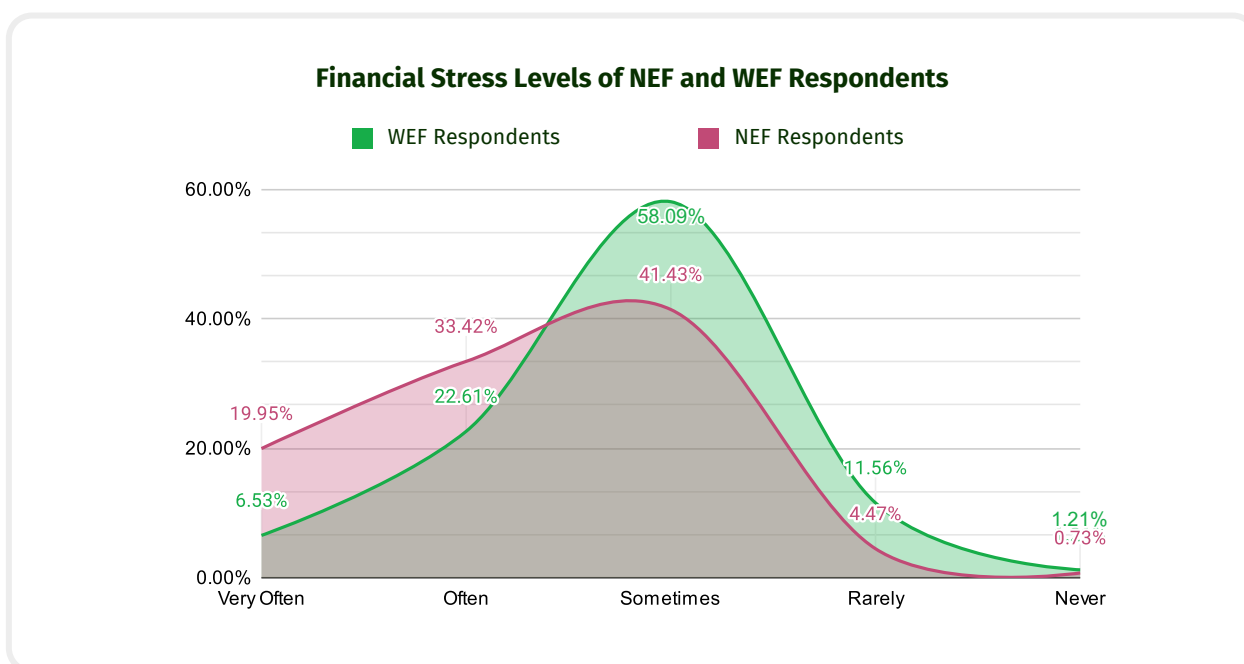
Only 9.5% have achieved the advised 3 to 6 month savings benchmark for adequate precautions, while 8.4% have the capacity to endure 7 to 12 months.

Having 3-6 months of living expenses saved provides a critical financial cushion to handle unexpected emergencies without going into debt or tapping long-term savings. In the scenario where an employee loses his/her job, it may take [3-6 months before he/she can land a new one](#).

Without proper emergency coverage, employees may face significant financial strain, compelling them to make undesirable choices such as liquidating assets or incurring high-interest debt. Employers can set up savings programs, such as [high-yield savings accounts](#) or [money market funds](#), where a portion of each employee's paycheck goes directly into savings. This makes it easy for employees to save money without really noticing it's gone.

NEF Respondents Experience Financial Stress More Than WEF Respondents

Our survey underscores the significant impact that insufficient emergency funds have on financial stress. More than half (53.37%) of NEF respondents experience financial stress often to very often, compared to less than 30% of WEF respondents facing similar stress levels.



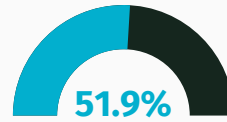
Not having enough money saved up can make people stressed and anxious, and this [anxiety can make them do poor decisions and act impulsively when spending](#). Being stressed for a long time can also [harm mental health](#) and make it even harder for people to think about and prepare for their future financially.

Building emergency funds should be an urgent focus area to ease financial stress among Filipinos. Accessible savings products, payroll-deduction plans, financial education, and personalized guidance can help develop disciplined saving habits.

Majority of Filipinos Are Not Actively Saving for Major Life Goals

While nearly half (49.5%) of surveyed respondents are actively saving for major life goals, 25.9% aren't saving, and 24.6% don't see it as a priority.

This savings gap is more evident among younger or entry-level workers, possibly due to early career stages, a lesser focus on long-term financial planning, or simply because they earn less, leaving them with less to save. In fact, 51.9% of NEF respondents fall within the 20-30 age group.



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This low priority on savings reflects a new trend known as "[soft saving](#)," where young workers are putting less money into the future and using more of it in the present. While satisfying near-term needs is great, employers should encourage balance and offer financial education workshops that highlight the importance of saving for long-term goals and immediate necessities.

Filipinos Save, Yet Lack Confidence in Meeting Long-Term Goals

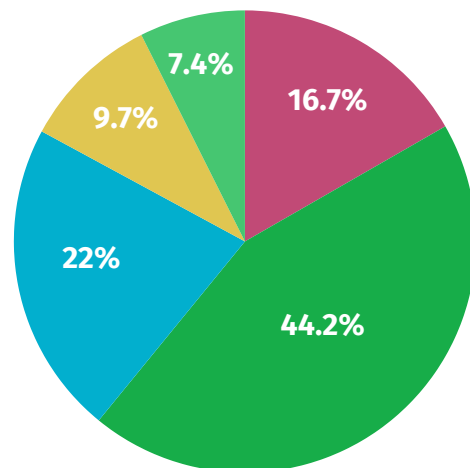
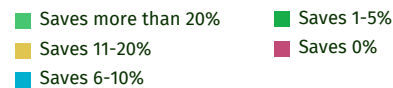
Filipino workers aspire to save for long-term goals – over 50% are saving for starting a business, 50% for buying a home, 42% for education, 30.4% for retirement, and 30% for travel. However, actual savings rates are quite low.

While 44.2% save 1-5% of their income monthly, 16.7% save nothing at all. Only 9.7% save 11-20% and just 7.4% save over 20% of their income. This is a significant gap between the desire to save for major milestones and the proportion of income allocated for saving.

With such low savings rates overall, many Filipinos likely struggle to accumulate sufficient funds to achieve their financial aspirations. This is why confidence in long-term savings goals is not that high.

22.1% of respondents reported being "not confident at all" in their ability to achieve their long-term savings goals, while 35.3% and 31.1% reported feeling "somewhat" and "moderately" confident, respectively. Only 8.6% of respondents reported being "very confident", and 2.9% reported being "extremely confident."

How Much of Their Monthly Income Filipinos Put Aside

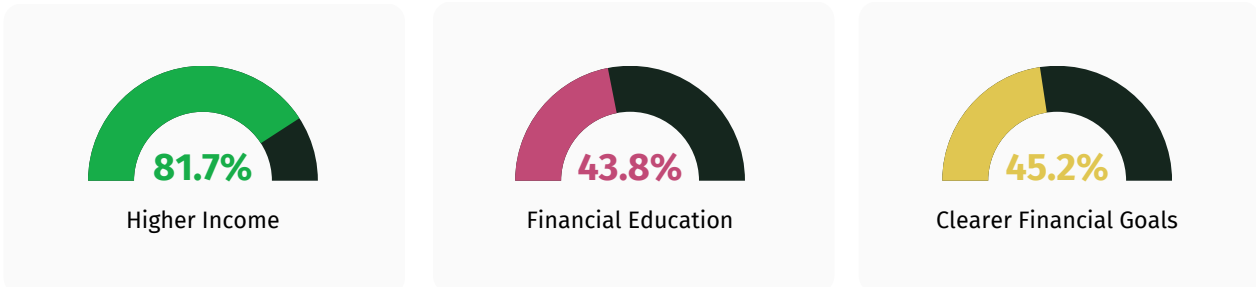


Having such low financial confidence can be disheartening and may [hinder individuals from actively pursuing their savings goals](#). This situation underscores the importance of providing effective financial education, guidance, and tools that empower people to build their savings and achieve their long-term financial aspirations.

Majority of Filipinos Seek Higher Income for Better Savings

When asked what would motivate respondent to increase savings or build an emergency fund, they highlighted three main factors: higher income (81.7%), financial education (43.8%), and clearer financial goals (45.2%).

Top 3 Motivators for Increased Savings and Emergency Funds



This feedback underscores the wage issue in the Philippines as a significant barrier to saving. A large majority see [increased wages as essential](#), pointing to the reality that many Filipinos earn barely enough to cover daily expenses, let alone save for the future.

The survey also suggests that learning more about personal finance and setting better, more defined goals could encourage more individuals to save for significant life events. However, without addressing the core issue of low wages, financial planning would be a major challenge.

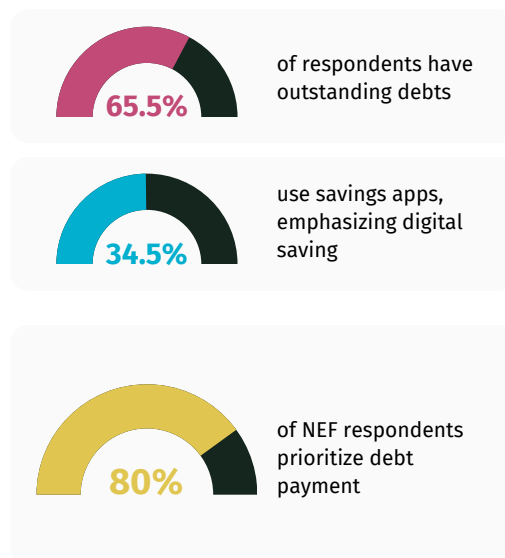
This situation calls for a dual approach: improving wage structures to provide a more solid income foundation and enhancing financial literacy to help Filipinos maximize their savings capacity.

Managing Debt: Understanding How Filipinos Approach Financial Obligations

Majority of Filipinos Have Some Form of Debt

Results from the survey shows that the majority of respondents (65.5%) are grappling with some form of outstanding debt and only 34.5% reported being free of such financial burdens. This indicates a common presence of debt in the lives of a considerable portion of the population.

What's interesting is that, nearly 80% of NEF respondents have some sort of debt and prioritize paying them. Possible reasons they have debt might include a lack of savings due to lower income, unexpected expenses, or not prioritizing saving for emergencies. This situation leaves them more exposed to financial pressures and the need to borrow.



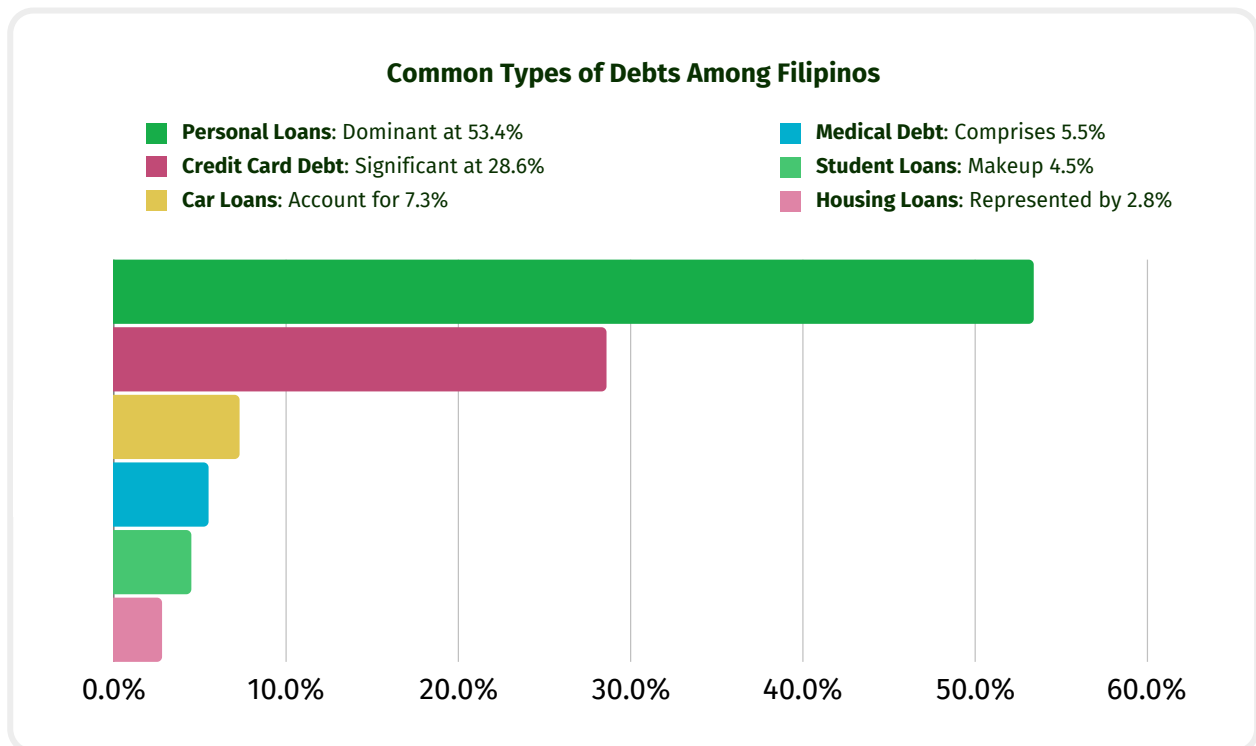
Personal Loans Dominate as Filipinos' Primary Debt

Among those with outstanding debts, over half (53.4%) of respondents indicate that personal loans are their main type of debt. This reflects the reliance of Filipinos on personal loans to potentially bridge gaps in personal finance or facilitate larger purchases outside the housing scope.

The survey data also reveals high and potentially problematic reliance on credit cards among Filipinos. With 28.6% carrying credit card balances, this indicates some consumers are likely mired in costly high-interest debt that can be challenging to pay off. The wide usage of credit cards, despite their drawbacks, points to a need for greater financial literacy and responsible credit card practices.

While less pervasive compared to credit cards, other debt types still affect a substantial number of Filipino households. Medical debt (5.5%) can [put families in financial distress](#), especially in times of crisis or unexpected healthcare costs. Student loans (4.5%) affects young adults with obligations that delay their ability to reach financial stability. Car loans (7.3%) also strain budgets for employees as these can take [12-60 months to pay](#).

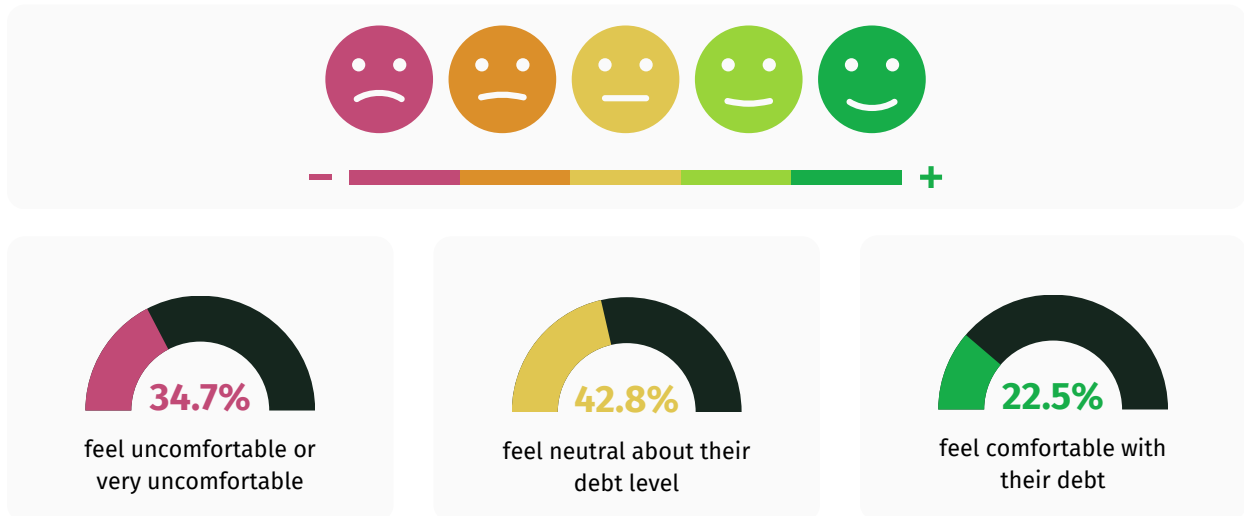
Lastly, housing loans (2.8%) are the least common form of debt perhaps due to stringent lending requirements. But for households who do carry mortgages, they represent a long-term financial commitment.



To aid Filipino workers struggling with debt, companies should consider offering financial counseling and education programs to increase financial literacy around budgeting, debt management, and responsible borrowing. Additionally, exploring emergency assistance grants, payroll deduction of loan payments, and partnerships for favorable financing could provide direct relief for workers managing debts and major purchases.

Debt Comfort Levels Vary, with Many Expressing Discomfort

When asked about their comfort level with their current level of debt, almost half of respondents (42.8%) reported being “neutral” about their debt, while 34.7% reported feeling “uncomfortable” and “very uncomfortable.” Only 22.5% of respondents reported being comfortable with their debt level.



The majority of respondents feeling neutral about their debt is concerning, as it implies a sense of acceptance to their financial situations rather than actual comfort with their debt levels. This [complacency can lead to long-term financial struggles](#) for Filipino workers.

The 34.7% who expressing active discomfort shows debt is imposing tangible psychological and emotional costs. Constant worry over debt obligations can [negatively impact quality of life and well-being](#).

While the 22.5% comfortable with their debt loads seem less financially burdened, the larger population who experience discomfort suggests inadequate coping strategies overall. Improving financial literacy and access to guidance on managing debt could provide actionable ways to regain control and comfort.

Majority of Filipinos Are Actively Trying to Reduce Debt

Filipino workers are proactive about debt management, with 87.8% trying to lower their debt. This proactive stance is likely driven by their efforts to [build financial resilience in the face of economic uncertainties](#).

When asked about what resources and tools could aid in better debt management and reduction, the top three choices included budgeting apps (58.6%), loan restructuring programs (41.4%), and financial education workshops (32.9%).



List of Most Used Financial Wellness Tools and Resources to Manage Debt



Budgeting Apps
58.6%



Debt Management Apps
22.2%



Loan Restructuring Programs (Pag-IBIG Fund, SSS)
41.4%



Microfinance Institutions
17.1%



Financial Education Programs
32.9%



Government Debt Relief Initiatives
14.9%

While the majority are taking proactive steps in reducing debt, the remaining 12.2% who are not engaged in this process may face greater challenges in managing their financial obligations. Providing customized assistance to this group could help address any knowledge gaps, resource limitations, or other barriers hindering their debt reduction efforts. Making financial wellness tools more accessible can also significantly enhance the financial stability and wellness of the Filipino workforce.

🔍 Securing the Future: Analyzing How Filipinos Prepare for Retirement

Majority Are Saving for Retirement, Yet Some Need Help

The majority (88%) of respondents are actively contributing to some kind of retirement savings plan, whether the Social Security System (SSS), Pag-IBIG Fund, or a private pension scheme. This means that this portion of respondents are either employed, as SSS and Pag-IBIG Fund are [mandatory benefits in the Philippines](#), or they are imply proactive in taking steps to secure their financial future.

List of Popular Retirement Savings Plans



MOST POPULAR

Government-administered
SSS and Pag-IBIG Fund



OTHER OPTIONS

Private pension plans, company provident
funds, individual retirement accounts

However, there are still some (12%) who do not have any retirement plan. This smaller group is in danger of struggling financially when they get older and can't work anymore. They may have to rely only on [government stipends](#) (only ₱500 monthly) and [support from families](#), which could make for a very difficult retirement.

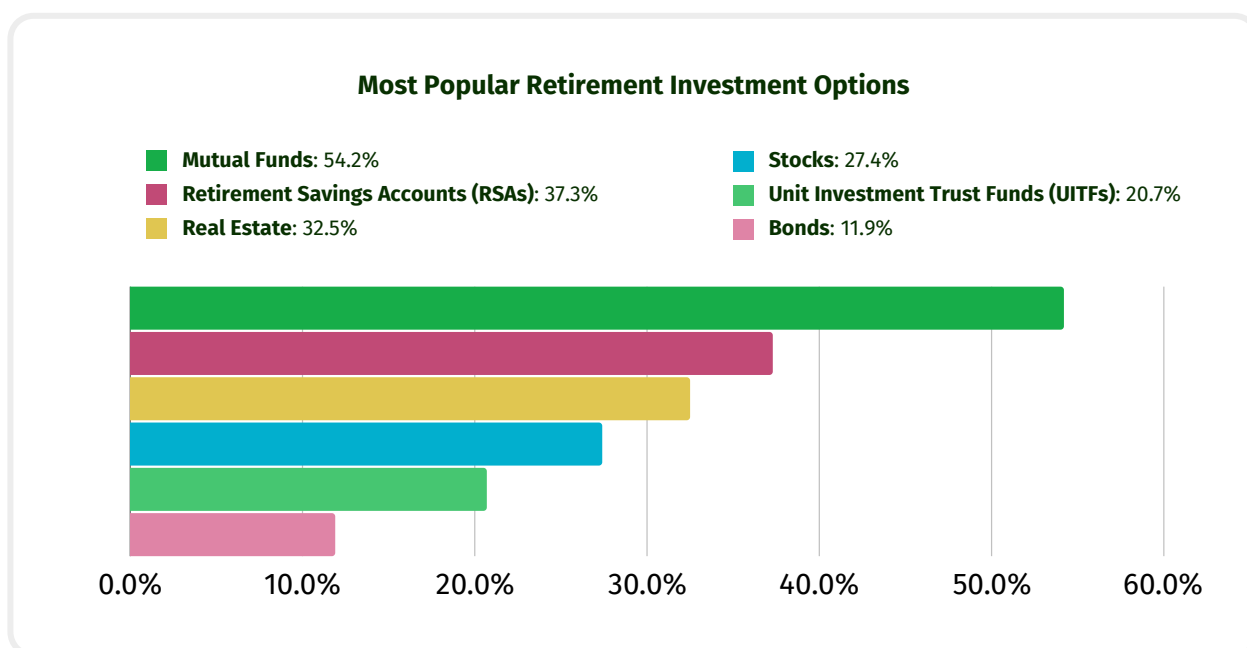
Those not contributing to retirement plans likely don't understand how important it is, or face barriers accessing these plans, such as high expenses. Targeted education and more accessible savings options could get this 12% on the path to a comfortable retirement too.

Mutual Funds Top Retirement Investment Choice, Financial Education Needed for Complex Investments

When it comes to retirement investment options, 'mutual funds' is the most popular choice, with over half (54.2%) of respondents considering it. This is likely because mutual funds offer a [diversified and relatively low-risk way to invest](#) in the stock market, making them an attractive option for those looking to grow their retirement savings.

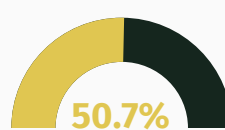
'Retirement Savings Accounts (RSAs)' (37.3%), 'real estate' (32.5%), and 'stocks' (27.4%) were also popular options. These are more traditional investments that can help build up your savings over time. Real estate can give you [rental income and potential appreciation](#), while stocks and RSAs give you a stake in companies and tax benefits for saving.

Not as many people looked at Unit Investment Trust Funds (UITFs) and bonds, with only around 20.7% and 11.9% considering them respectively. These are perhaps less well-known options that might seem a bit more complex or unsuitable for the average person's retirement planning. Financial education may be needed for these investments to help people understand their potential benefits and risks, and make informed decisions about whether to include them in their retirement portfolios.



Majority Do Not Believe They Can Meet Their Retirement Goals

Our survey paints a concerning picture regarding confidence in retirement savings among respondents. At least half (50.7%) do not believe their current retirement contributions are sufficient to meet their goals.

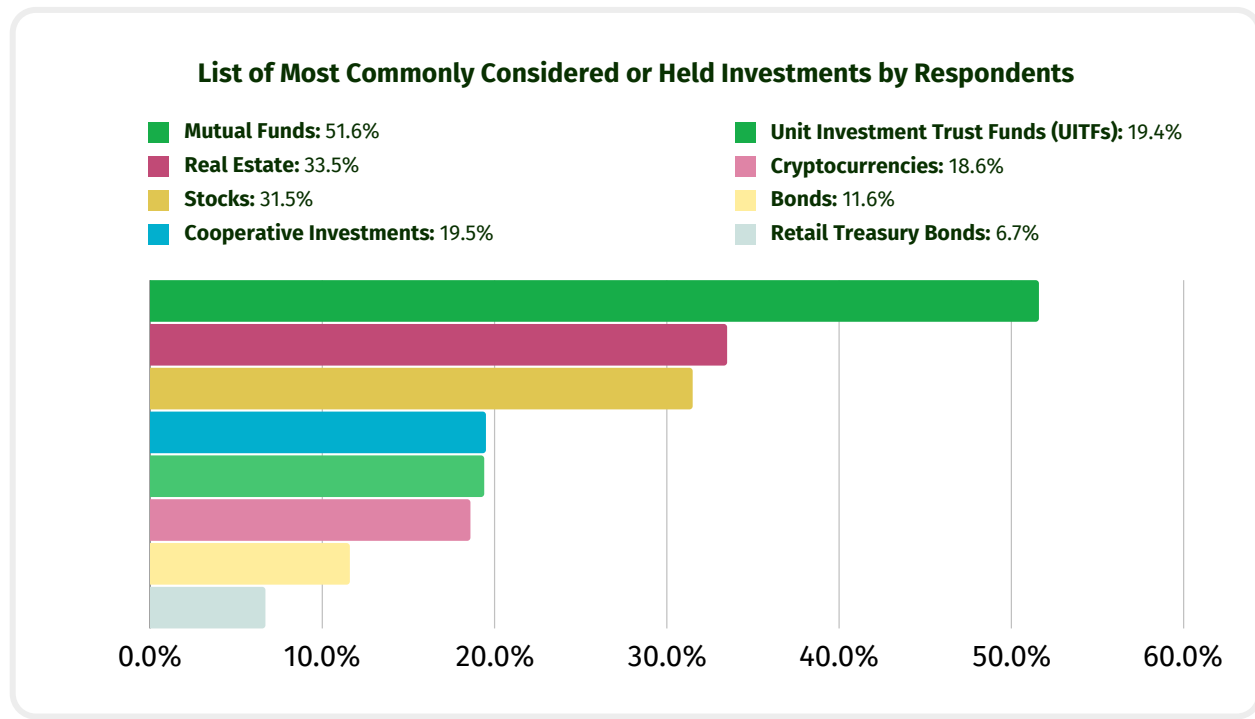


of Filipinos believe their current retirement contributions are **insufficient**.

In addition, 21.4% of respondents reported being “not at all confident” in achieving their retirement savings goal, while 31.7% and 34.7% reported feeling “somewhat” and “moderately” confident, respectively. Only 9.5% of respondents reported being “very confident”, and 2.6% reported being “extremely confident”.

This data highlights the urgent need to address the retirement savings gap. Far too many people are unsure or pessimistic about having enough saved, which could severely impact their quality of life down the road. Initiatives to boost financial literacy, access to affordable retirement plans, and guidance on setting and achieving retirement goals are critical steps needed to help more people get on track and feel confident about their retirement futures.

Money IQ: Evaluating Filipinos' Financial and Investment Knowledge



Concerning Gap Between Investment Engagement and Knowledge

More than half of Filipino workers (66.2%) are actively exploring investments beyond retirement savings. Mutual funds, real estate, and stocks are popular choices among these workers, indicating a willingness to diversify their financial portfolios.

However, the data also shows that 55.5% of respondents report having a very limited or limited understanding of investment options. Only 33.1% have a "moderate" understanding, 9.6% a "good" level, and 1.7% possess an "excellent" level of financial knowledge.

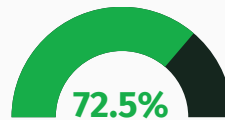
This discrepancy between engagement and understanding is concerning, as it suggests that many workers may be making investment decisions without a solid grasp of the risks and rewards associated with various financial investments.



While the high engagement in investments beyond retirement savings is commendable, it is crucial to ensure that individuals have the necessary knowledge and resources to make informed decisions. Bridging the gap between enthusiasm and understanding through investment education will be key to fostering a more financially literate and responsible workforce.

Majority of Filipinos Seek Financial Education to Bridge Knowledge Gap

Our survey found that 72.5% of respondents are seeking further financial education and advice. This suggests many Filipinos recognize the importance of financial literacy and are willing to take the necessary steps to improve their understanding of financial concepts and products.

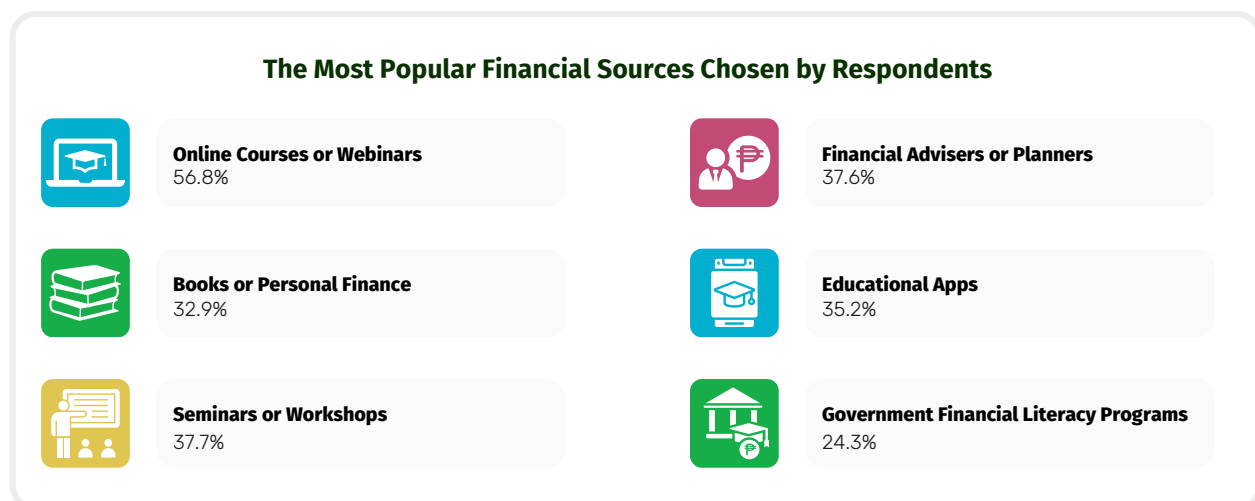


of Filipino workers express a desire for further financial education and advice.

Among the financial education resources selected by respondents, ‘online courses or webinars’ emerge as the top choice, with 56.8% of respondents preferring this format. The [convenience and accessibility](#) of online platforms likely contribute to their popularity, enabling individuals to learn at their own pace and from diverse sources.

‘Books on personal finance’ are the second most popular choice, with 32.9% of respondents opting for this traditional method of financial education. ‘Seminars or workshops’ (37.7%) and ‘financial advisers or planners’ (37.6%) also receive significant attention, indicating a preference for interactive and personalized learning experiences.

‘Educational apps’ (35.2%) and ‘government financial literacy programs’ (24.3%) round out the popular choices, showcasing the diverse preferences of Filipinos when it comes to acquiring financial knowledge.



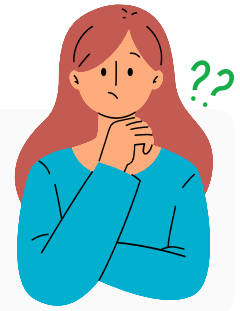
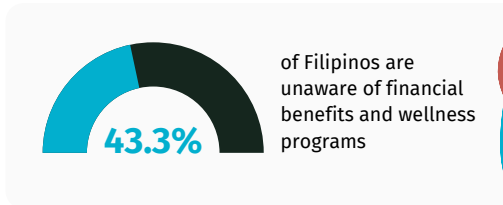
With the majority of Filipinos wanting to improve financial knowledge, it's crucial that these tools are personalized, accessible, and easy to use. This will equip them with the knowledge and confidence required to make informed investment decisions.



Beyond the Payslip: Insight into Filipinos' Utilization of Employment Benefits and Perks

Nearly Half of Filipinos Misses Out on Valuable Benefits

The survey results show that 43.3% of respondents are unaware of financial benefits and wellness programs. It's alarming that nearly half of the workforce may be missing out on financial resources due to this lack of information.



This lack of awareness highlights a significant disconnect between employers and employees, potentially resulting in missed opportunities such as [increased employee engagement, satisfaction, and overall organizational performance.](#)

To address this issue, employers must prioritize clear and consistent communication, creating user-friendly resources to explain available benefits and their potential impact, ultimately empowering employees to make informed decisions and fostering a culture of financial wellness.

Over Half Use Mandatory Benefits, Yet Some Are Underutilized

Our survey found that 54.9% of Filipinos have already utilized financial benefits, and an additional 30.6% plan to do so in the future, demonstrating a strong employee interest in such programs.

The most widely used offerings are SSS Contributions (87.2%), Pag-IBIG Fund (75.3%), and PhilHealth Benefits (68.5%). This high engagement is likely due to the fact that these are mandatory government benefits with easy access and application processes, making them more accessible to a broader segment of employees.

Most Widely Used Financial Benefits



SSS Contributions
87.2%



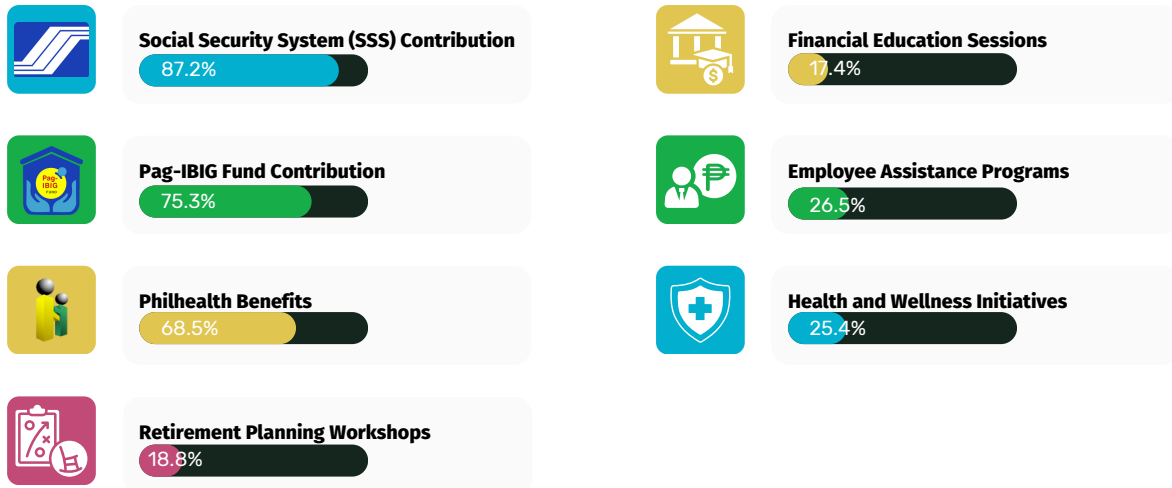
Pag-IBIG Fund
75.3%



PhilHealth Benefits
68.5%

In contrast, retirement planning, financial education sessions, and wellness initiatives are significantly underutilized, with less than 27% engagement. This is a concerning trend, as these programs have the potential to empower employees with valuable knowledge and tools for long-term financial stability and holistic well-being.

Engagement Rate Across Financial Benefits and Wellness Initiatives



To address this gap, employers must take a proactive approach by strengthening communication and education efforts. By providing clear and targeted information about the advantages of retirement planning, financial education, and wellness initiatives, employees can better understand the value these programs offer. Employers should also explore ways to make these resources more accessible, such as offering flexible scheduling, online options, or personalized guidance.



EMPOWER YOUR FINANCIAL JOURNEY:

Uncover the Role of Sprout InstaCash and Other Solutions in Achieving Your Goals

Financial stress can be a significant burden for many employees, making it challenging to save money or handle unexpected expenses. This financial strain impacts individuals' personal lives and can also extend into the workplace, affecting productivity and overall job satisfaction.

However, the emergence of innovative financial tools has created new opportunities to manage cash flow and promote financial wellness effectively. One such tool is [Sprout InstaCash](#), a 24/7 in-app salary advance solution that provides employees with quick access to emergency funds.

By leveraging this solution, you can protect your employees' financial well-being during emergencies, reduce staff turnover by 20%, boost productivity by 14%, and increase employee engagement and loyalty.



In addition, Sprout carries [Manulife's 365 packages](#) for critical illnesses, protection, life insurance, and accident insurance. This ensures world-class health insurance benefits for all employees.

Finally, offer flexible consumable HMO benefits at affordable rates, with access to top hospitals and 24/7 teleconsultations with Sprout's partner — [KwikInsure](#). Features include room and board, coverage for pre-existing conditions, and access to the top 6 hospitals in the Philippines.



You can choose from different plans, such as KwikCare Starter, KwikCare Standard, and KwikCare Max.

All of these solutions are integrated into Sprout MyFinances, providing your employees with comprehensive financial wellness options and the peace of mind that comes from being protected in case of any unforeseen circumstances.



NAVIGATING THE FUTURE:

Recommendations from The State of Financial Wellness 2024

The State of Financial Wellness 2024 survey provides a comprehensive overview of Filipino employees' financial landscape, highlighting prevalent challenges such as insufficient savings, mounting debt, and lack of financial knowledge. With a significant portion of respondents facing uncertainty regarding their financial future, there's a pressing need for proactive measures to enhance financial literacy and promote healthier financial habits among employees.

Furthermore, the survey underscores the importance of employer intervention in mitigating these issues and fostering financial resilience among Filipino workers. By offering tailored financial wellness programs and resources, employers can empower their workforce to make informed decisions, alleviate financial stress, and pave the way for a more secure and fulfilling future.

Below are some essential recommendations to assist your employees in achieving financial wellness.



Boosting Emergency Funds and Savings

Implementing automated savings plans and budgeting tools empowers employees to build emergency funds and take control of their financial future. Providing company-matched savings and financial workshops foster a culture of responsibility.



Improving Debt Management

Debt management seminars and personal finance counseling guide employees out of debt, improving quality of life. Providing consolidation resources and creditor tips equips our workforce to achieve financial freedom.



Elevating Financial Planning and Retirement Readiness

Targeted workshops, advising, and planning tools transform retirement outlooks. Ongoing support through financial check-ups help employees feel more secure.



Closing the Investment Knowledge Gap

Comprehensive investment education and mentorship empowers informed decisions, boosting financial growth. This initiative contributes to a more financially literate society.

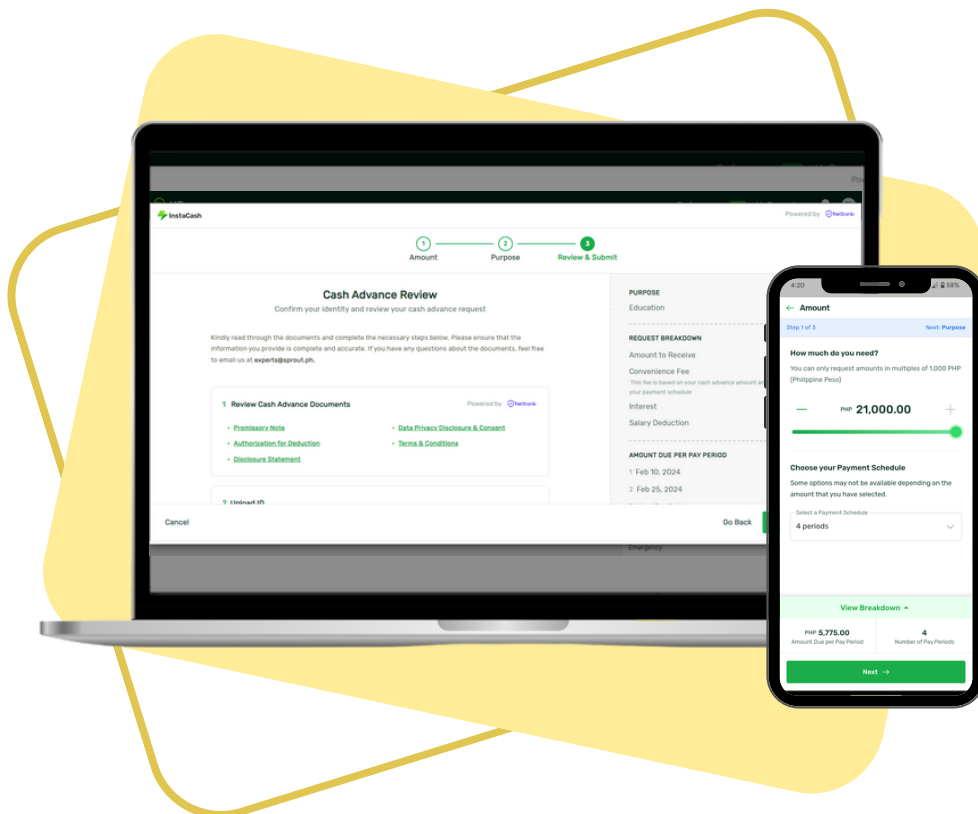


Maximizing Utilization of Financial Wellness Programs

Tailored financial wellness programs that meet employee needs, combined with incentives and campaigns, ensure full utilization. This leads to a more financially aware and empowered workforce.

Take the Leap into a Brighter Financial Future with Sprout Solutions!

Employee well-being and job performance are significantly impacted by financial stress. Companies should focus on enhancing their financial health to foster a more efficient and resilient workforce.



As a leading B2B SaaS provider in the Philippines, we emphasize effective money management and stress reduction. Discover Sprout InstaCash for urgent needs and Sprout MyFinances for a holistic money management solution.

Embrace stability and confidence in your financial journey – reach out to discover how we can support your success.

[BOOK A CONSULTATION NOW](#)

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