

# AI and the future of Work: Implications for Skills, Jobs and Public Sector Readiness

30 April 2026

# AI in the workplace

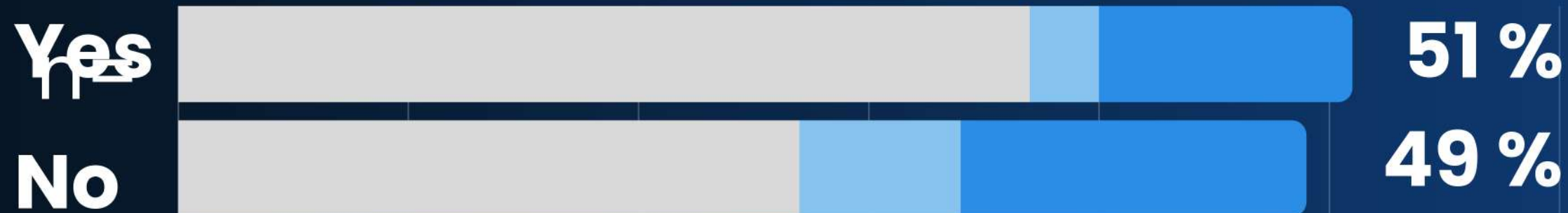
The Fourth Industrial Revolution has caused transformative shifts in the world of work, altering the way tasks are performed and redefining job roles to keep up with demands of the 21st century.

The impact of AI on employment is diverse and complex, with both positive and negative outcomes. On one hand, AI can automate processes, resulting in employment losses in specific industries. studies exploring the impact of AI in these industries and the workers' acceptance to AI-infused technologies are nascent while global studies provide mixed projections on AI's impact— both positive and negative.



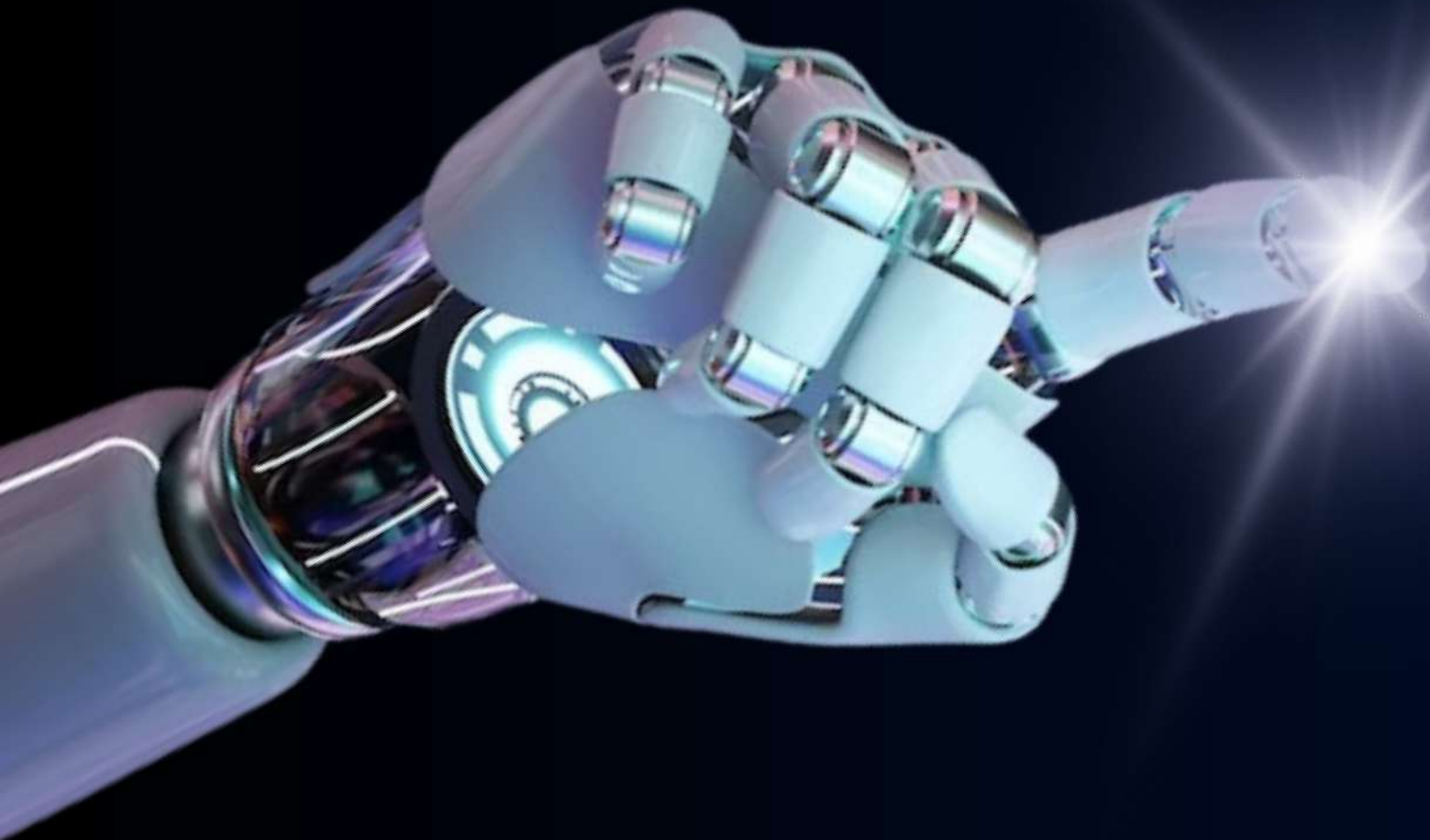
# AI Adoption rates among surveyed employers

● IT-BPM   ● Banking and Finance   ● Manufacturing



Employers are primarily driven by the need for productivity, cost efficiency, and quality assurance. Sectors like IT-BPM and Manufacturing rely heavily on AI to optimize operations and minimize losses, while Banking and Finance leverage it to stay competitive and improve customer satisfaction.

# Use cases



Virtual Agent



Fraud Management



Credit Scoring



Predictive Repair



Virtual Inspection



Applicant  
Tracking  
System

## COMPANY POLICY ON AI

**71%**

**YES**

**Business self-regulation are practiced** in spirit of responsible business conduct and corporate governance to protect core business interests and uphold trust with clientele. This denotes the impact of digitization and business transformation in the 21st century.

Data Privacy



Ethical &  
Responsible use

Cybersecurity

Prohibited use for non  
company tasks

# Affected workers

## 6 %

surveyed employers  
experienced employee  
reduction due to AI adoption

## 31 to 40 employees

reportedly was the highest number of affected  
workers from the IT-BPM sector. These workers  
are in the Information Technology and  
Information Management departments



# Support mechanisms to affected employees



Referred to  
other companies



Referral to DOLE  
Adjustment  
Measures Program



Processed for SSS  
Unemployment  
Insurance



Separation  
Package



Transferred to a different  
unit/department within  
the company

# SOCIAL DIALOGUE ON THE IMPACT OF AI

“Did the employee representative initiate a dialogue on the impact of AI in the workplace?”



Majority of the respondents that answered YES were from the IT-BPM & Manufacturing sectors

## CONCERNS RAISED BY EMPLOYEES



Skilling/Training Programs



Job Security



Productivity



Mental Health



Renumeration increase



Physical Safety

# Employee concerns on AI adoption



Workload



Job Security



Use of AI  
in decision  
making



Privacy and  
Security



Job  
Satisfaction

# High demand for AI skills



AI & Machine Learning  
Specialist



AI Engineers



Data Analysts



AI Ethicist



Prompt  
Engineer



# High paying jobs



## Data analyst salary in Philippines

How much does a Data Analyst make in Philippines?

Average base salary

**₱32,147**

Pay per: Month ▾

The average salary for a data analyst is ₱32,147 per month in Philippines. 1.4k salaries reported, updated at April 11, 2026

## Data engineer salary in Philippines

How much does a Data Engineer make in Philippines?

Average base salary

**₱66,275**

Pay per: Month ▾

The average salary for a data engineer is ₱66,275 per month in Philippines. 394 salaries reported, updated at April 13, 2026

Source: Indeed

Note: Salary depends on years of experience

# High paying jobs



## AI/ML engineer salary in Philippines

How much does an AI/ML Engineer make in Philippines?

Average base salary

**₱66,952**

Pay per: Month ▾

The average salary for a ai/ml engineer is ₱66,952 per month in Philippines. 18 salaries reported, updated at April 6, 2026

## AI training specialist salary in Philippines

How much does an AI Training Specialist make in Philippines?

Average base salary

**₱47,478**

Pay per: Month ▾

The average salary for a ai training specialist is ₱47,478 per month in Philippines. 10 salaries reported, updated at April 10, 2026

Source: Indeed

Note: Salary depends on years of experience

# IMPACT OF AI ON WAGES

**85 %**

No, AI adaption at work did not increase my wages.

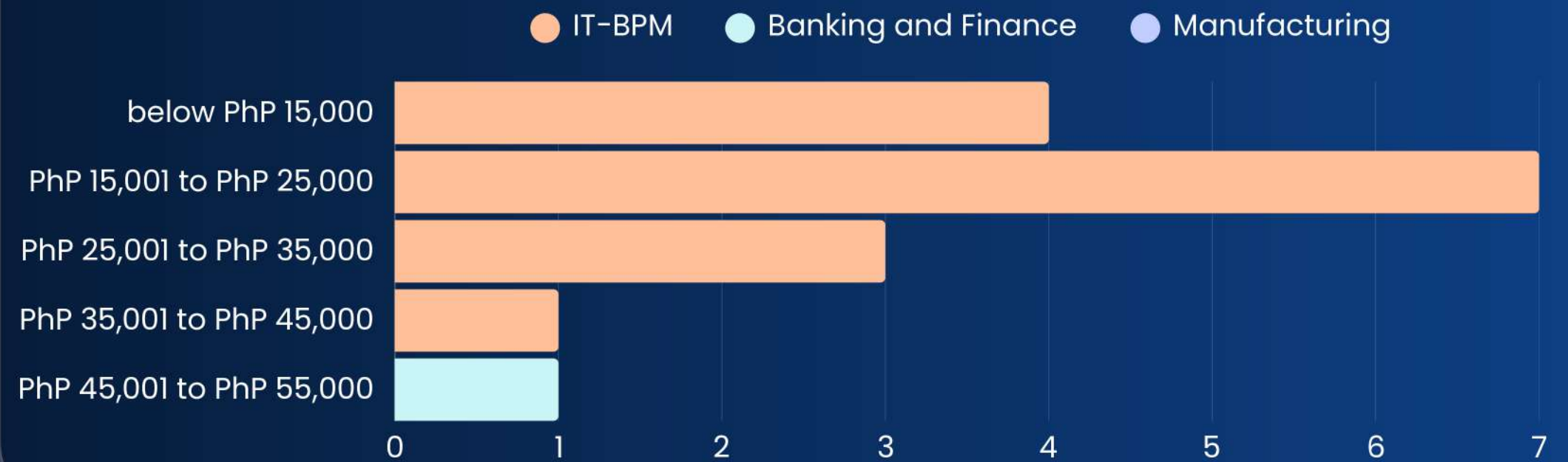
**12 %**

Yes, AI adaption at work increased my wages.

**3 %**

No, AI adaption decreased my wage.

Estimated Increase in Wages due to AI Usage by Industry



AI adaption minimally impacts the wages of employees. In terms of increases, the highest increase was observed from the Banking & Finance sector while the lowest was found in the IT-BPM sector. There are no reported wage increases in the Manufacturing sector

# Aspirations for career mobility

There is a growing demand for Data Science and Analytics was identified, with employees most likely to seek better opportunities when equipped with these skills



# IMPACT OF AI ON TASK PERFORMANCE

**59%**

AI increased the pace of performing tasks

**25%**

AI allowed employees to focus more on cognitive tasks

**9%**

AI did not increase the pace of performing tasks

**7%**

AI increased the workload

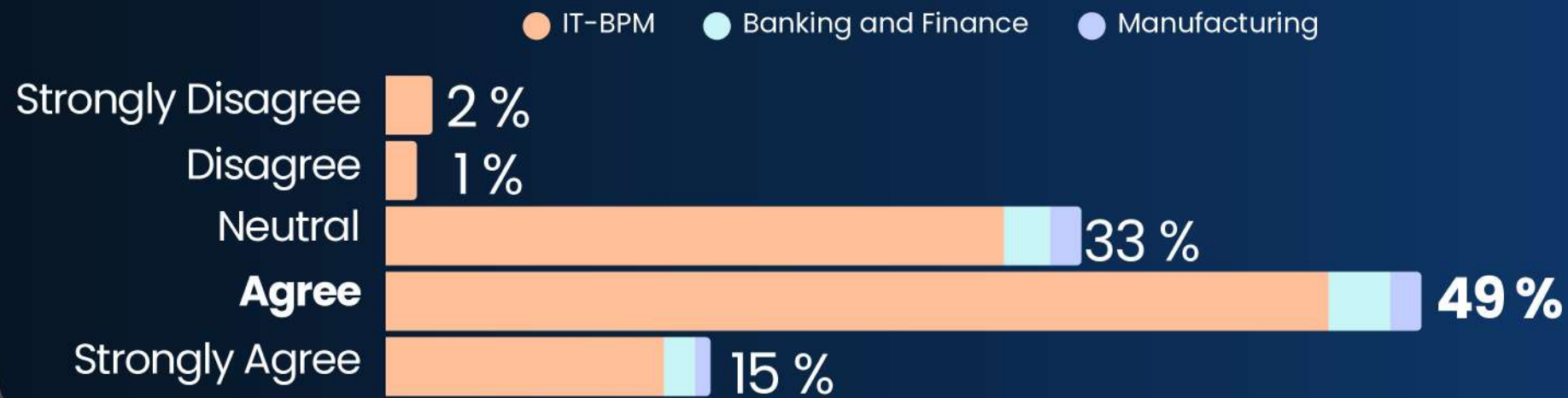


Impact of AI on task completion and higher focus on cognitive tasks is visibly positive across all sectors



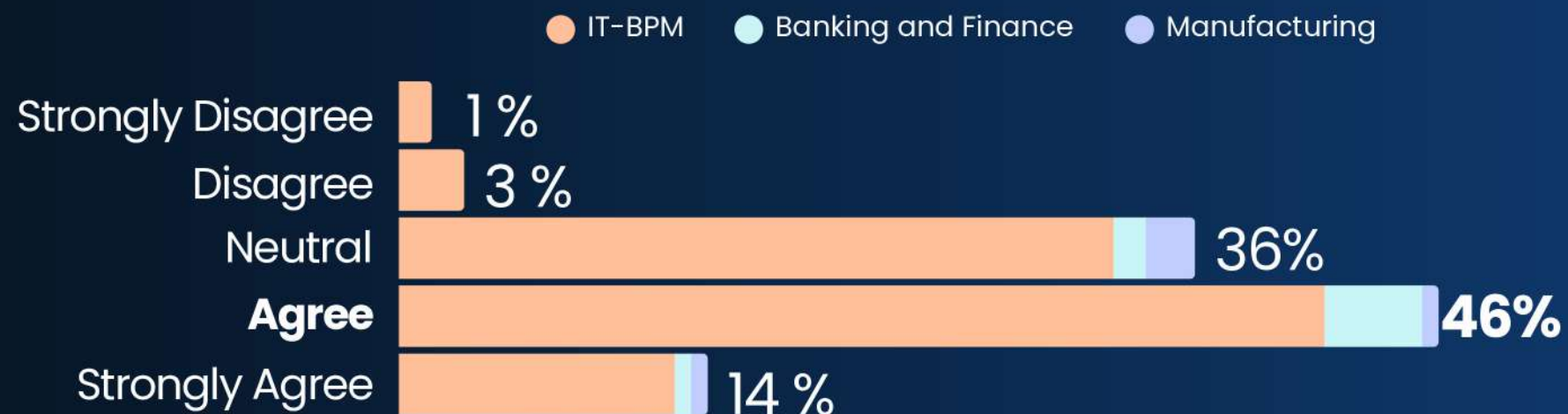
The increase in workload is minimal across the three industries, with a notable rise in the IT-BPM sector

### The use of AI has improved my job satisfaction



Use of AI **improved job satisfaction and job performance** of employees across all industries

### The use of AI has improved my job performance



Strong agreement on the use of AI that **improved job performance** in the workplace is visible among IT-BPM participants

## EMPLOYEE SENTIMENTS OF USING AI AT WORK

**71 %**

were glad that AI was introduced in the workplace

Generally positive sentiment across industries on AI upon its introduction to their organizations

**69 %**

do not feel concerned that AI will replace them

Most respondents do not feel concerned that AI will take their place in their workplace, with most respondents in the Banking & Finance and IT-BPM sectors. Similarly, BPO employees also exhibit concerns that AI will replace them in their jobs

**15 %**

concerned that AI will replace them at their jobs

# Pitfalls of AI?

Increased AI adoption in different sectors raises initial concerns on its adverse impacts in the education and employment landscape



## **Displacement in the workplace**

AI adoption is projected to cause workforce attrition in the long run. Preference may be jobseekers with AI skills, AI-related skills or know how to use AI



## **Decline of soft skills**

Reliance on AI may lead to decline of problem solving, critical thinking, communication



## **Misuse for illicit activities**

Images, Audio and Videos generated by AI causes misinformation, misrepresentation, and for illegal activities. There is currently no law that criminalizes the misuse of AI

# Pitfalls of AI?

Increased AI adoption in different sectors raises initial concerns on its adverse impacts in the education and employment landscape



## **Over reliance on AI**

This could lead to decline in decision making, critical thinking, loss of human intervention in AI generated outputs

## **Data quality and reinforcement of biases**

AI trained on data may reinforce biases and exacerbate discrimination and inequality.

## **Data privacy**

Data owners may not be aware that their personal and sensitive information is used to build and train AI models.

# Recommendations



## Government coordination

Convergence with national government agencies for employment facilitation on job opportunities related to AI



## Skilling programs

Fast-track the development of training regulation on data science and analytics and competency standards for other AI-related fields and resource-sharing between public and private institutions



## Partnership

Industry-Government-Academe on the promotion and dissemination of skilling programs



## National-level entity

Support the creation of a national-level oversight entity on AI to enable an interagency comprehensive plan to address labor and employment concerns

# Recommendations



## Best Practices

Pursue benchmarking activities with local industries and foreign counterparts on the best practices for human resource development



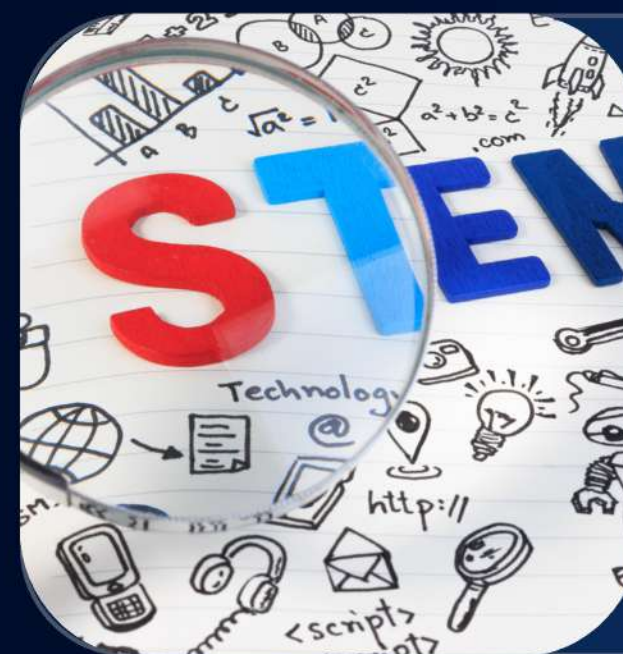
## Soft Skills

Reinforce the implementation of 21st-century skills embedded in DepEd's MATATAG curriculum to ensure global employability and adaptability of new labor market entrants to technological innovations



## Employment Facilitation

Partnership for industry-specific job fairs



## Labor Supply

Increase the stream of Science, Technology, Engineering, and Mathematics graduates in labor supply institutions in anticipation of future labor demand for AI and related occupations



**AI must be designed to  
respect fundamental  
human rights and  
complement human work**

# Impact of AI on the labor market



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# END.

THANK YOU FOR YOUR ATTENTION

