

foundit Insights Tracker

November 2025

Hiring Trends in Philippines

For any additional or custom insights, kindly email on
PR@foundit.ai



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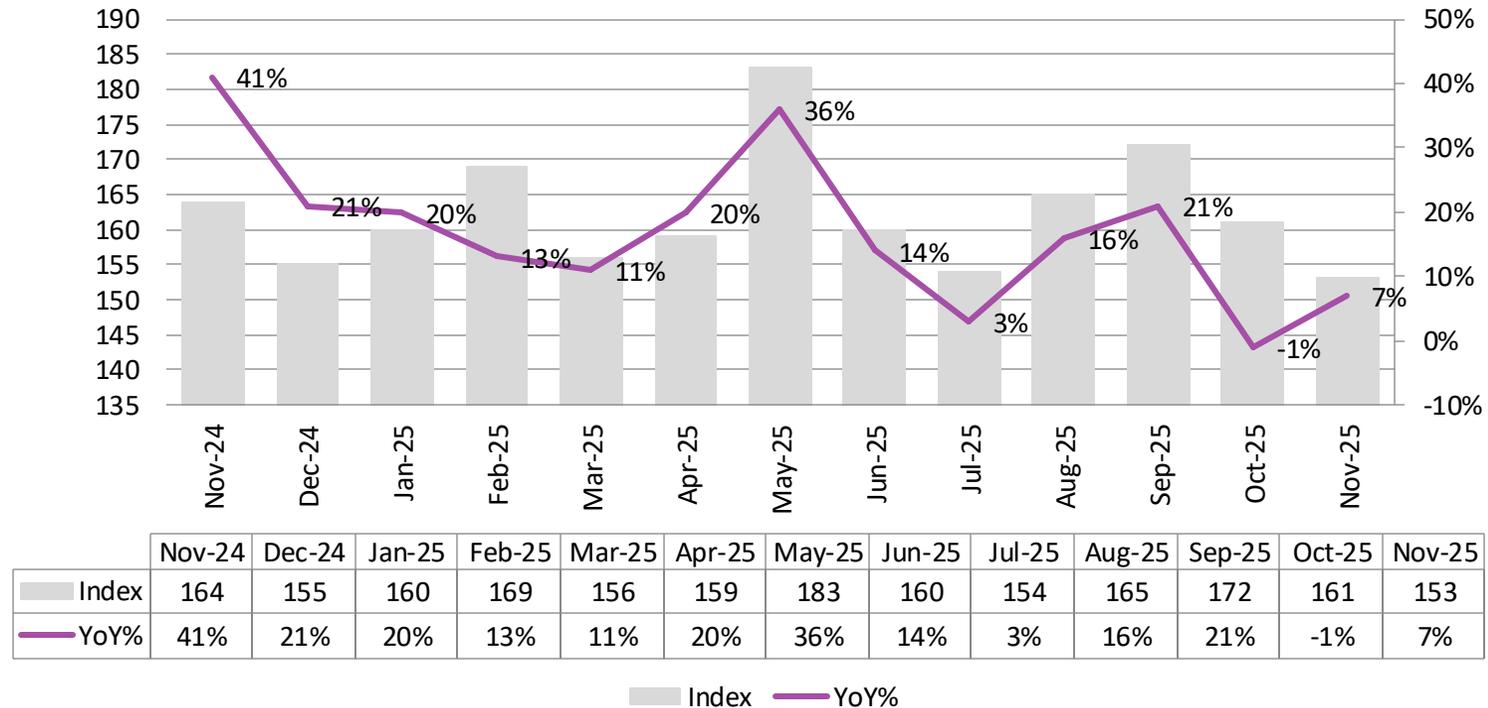


Key Highlights of the Month

Philippines saw a 7% decline in employment activity in November 2025

- Recruitment activity in November 2025 fell to 153 as per the foundit Insights Tracker, down from 164 a year earlier, a 7% decline, due to **slower economic growth and reduced business confidence**, prompting companies to slow new hiring. **Year-end seasonality and weaker demand in manufacturing and IT roles** further reduced recruitment activity.
- Hiring in the Philippines fell to 153 in November from 161 in October.
- The sharper **3-month decline (-11%)** indicates a recent pullback as companies slowed hiring amid economic uncertainty and year-end budget controls. The milder **6-month decline (-4%)** suggests hiring was relatively stable earlier in the period, with the slowdown intensifying only in recent months.

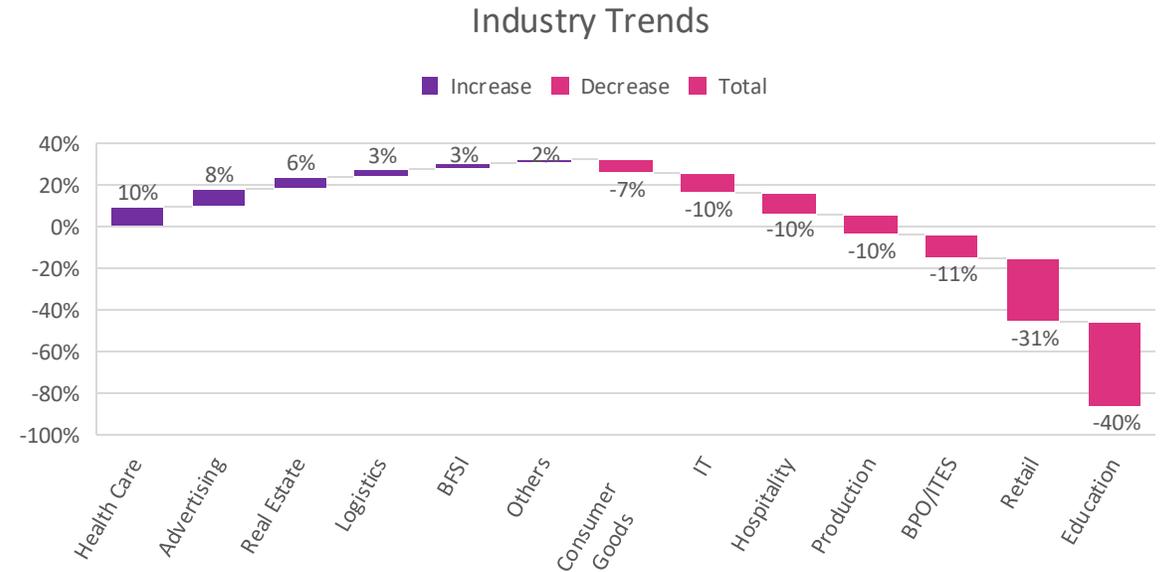
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Hiring Trends – Industry*

Hiring gained momentum annually in 6 of the 12 monitored industries in the month of November'25

- ✓ In November 2025, **Healthcare (+10%), Advertising, Market Research, Public Relations, Media and Entertainment (+8%), and Engineering, Construction and Real Estate (+6%)** led hiring as demand stayed strong for essential healthcare services, digital and media roles supporting brand-led growth, and ongoing infrastructure and real estate projects.
- ✓ **Education (-40%), Retail (-31%), and BPO/ITES (-11%)** saw the steepest declines, driven by budget constraints and enrollment-led caution in education, weak consumer demand impacting store expansion in retail, and more selective, efficiency-focused hiring in outsourcing roles.
- ✓ **Logistics, Courier/Freight/Transportation/Import-Export/Shipping (+3%), BFSI (+3%), and Others (+2%)** recorded modest growth, supported by steady supply chain activity and stable demand for financial services, while hiring remained selective across smaller sectors.



Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 8 out of 10 functional areas observed by the tracker



Software, Hardware & Telecom (+5%), Engineering/Production & Real Estate (+1%), and Purchase/Logistics/Supply Chain (-2%) reflected the strongest relative hiring trends in November 2025. The tech and telecom segment remained resilient as companies continued digital transformation and network upgrades, engineering and real estate roles were supported by ongoing construction and infrastructure activity, and logistics-related functions held near-neutral demand due to steady supply chain operations.

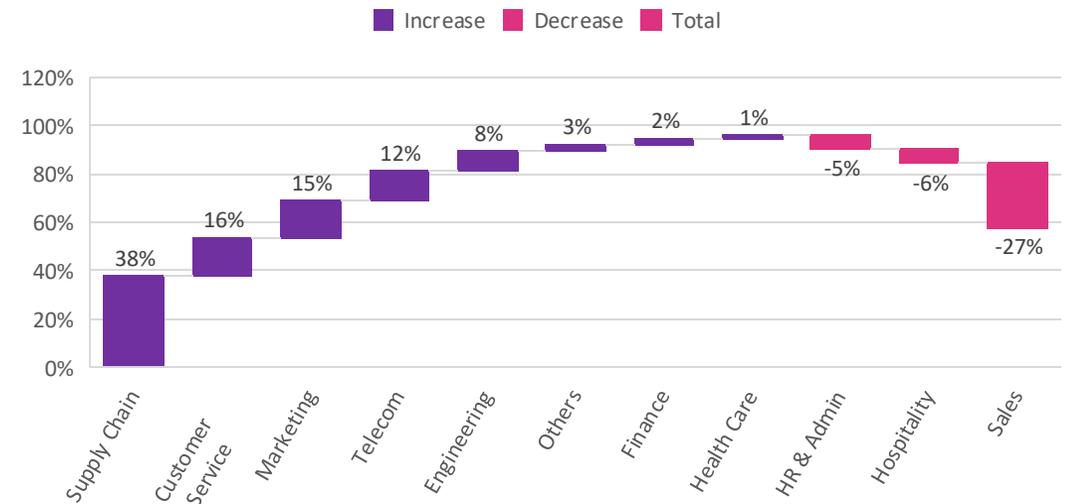


At the bottom, **Sales & Business Development (-35%), Healthcare (-12%), and Hospitality & Travel (-12%)** recorded the steepest declines. Sales hiring pulled back sharply amid weaker business confidence and slower consumer demand, healthcare recruitment eased as expanded hiring cycles moderated, and hospitality and travel roles faced continued softness from subdued travel activity and cost controls in service sectors.



The remaining functions — **Marketing & Communications (-4%), Finance & Accounts (-4%), Customer Service (-7%), Others (-9%), and HR & Admin (-10%)** showed moderate declines. These reflect broader company caution, with discretionary and support hiring tightened as firms prioritised core operations and managed costs in a slower economic environment.

Functional Area Trends



Data & Methodology

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since February 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action / decision taken or for the result obtained from the use of such information.

For any additional or custom insights, kindly email on PR@foundit.ai



About foundit.in APAC & Middle East

foundit.in, formerly Monster, is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across India, SEA, and Gulf. Since its inception, the company has been assisting over 65 million registered users to find jobs, upskill, and connect with the right opportunities across 18 countries. Over the last two decades, the company has been a catalyst in the world of recruitment solutions with advanced technology, seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit.in is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep-tech to sharpen hyper-personalised job searches, and precision hiring. foundit.in strongly believes that a job title doesn't define one's potential and leverages technology to dig deeper to curate opportunities central to the needs, aspirations, and dreams of each user.

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in

www.foundit.my

www.founditgulf.com

www.foundit.com.ph

www.foundit.sg

www.foundit.hk



Annexure



Annexure: Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
BPO/ITES	305	289	300	310	264	279	299	270	259	274	315	287	271
IT, Telecom/ISP	167	141	147	151	141	144	161	148	147	149	153	153	151
BFSI	247	227	251	260	247	251	288	249	249	252	255	261	255
Engineering, Construction and Real Estate	87	84	91	94	92	91	97	92	92	92	94	94	92
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	85	83	83	84	83	84	86	83	83	81	81	80	79
Production/Manufacturing, Automotive and Ancillary	107	94	99	101	99	99	103	98	98	99	101	97	96
Retail	290	181	197	209	200	199	216	198	206	202	204	205	201
Hospitality & Travel	114	98	111	110	104	106	121	102	94	107	110	102	103
Education	131	113	122	130	86	90	87	81	85	76	79	74	78
Health Care	167	149	173	184	169	167	192	190	191	193	207	193	183
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	173	159	164	171	171	159	186	172	172	171	183	184	179
Advertising, Market Research, Public Relations, Media and Entertainment	165	142	156	165	152	152	161	146	146	152	154	170	179

Annexure: Functional Area Data*

Functions	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Software, Hardware, Telecom	243	217	236	248	229	220	216	230	222	226	228	243	254
Finance & Accounts	276	244	269	272	262	251	274	255	254	263	268	274	264
Sales & Business Development	156	125	127	127	120	111	107	108	106	109	105	103	102
Customer Service	237	215	237	243	211	221	235	225	229	229	249	240	221
Marketing & Communications	193	162	188	192	173	171	181	169	174	183	195	198	186
HR & Admin	182	156	181	184	162	151	168	157	159	151	155	152	164
Engineering /Production, Real Estate	91	89	96	99	96	96	104	96	92	93	95	94	92
Hospitality Roles	86	74	78	77	78	79	82	76	76	76	77	75	76
Medical Roles	151	131	146	149	145	135	144	135	129	135	145	136	133
Purchase/ Logistics/ Supply Chain	194	133	176	183	187	169	196	183	183	193	215	194	191

Thank you

