

foundit Insights Tracker

February 2026

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

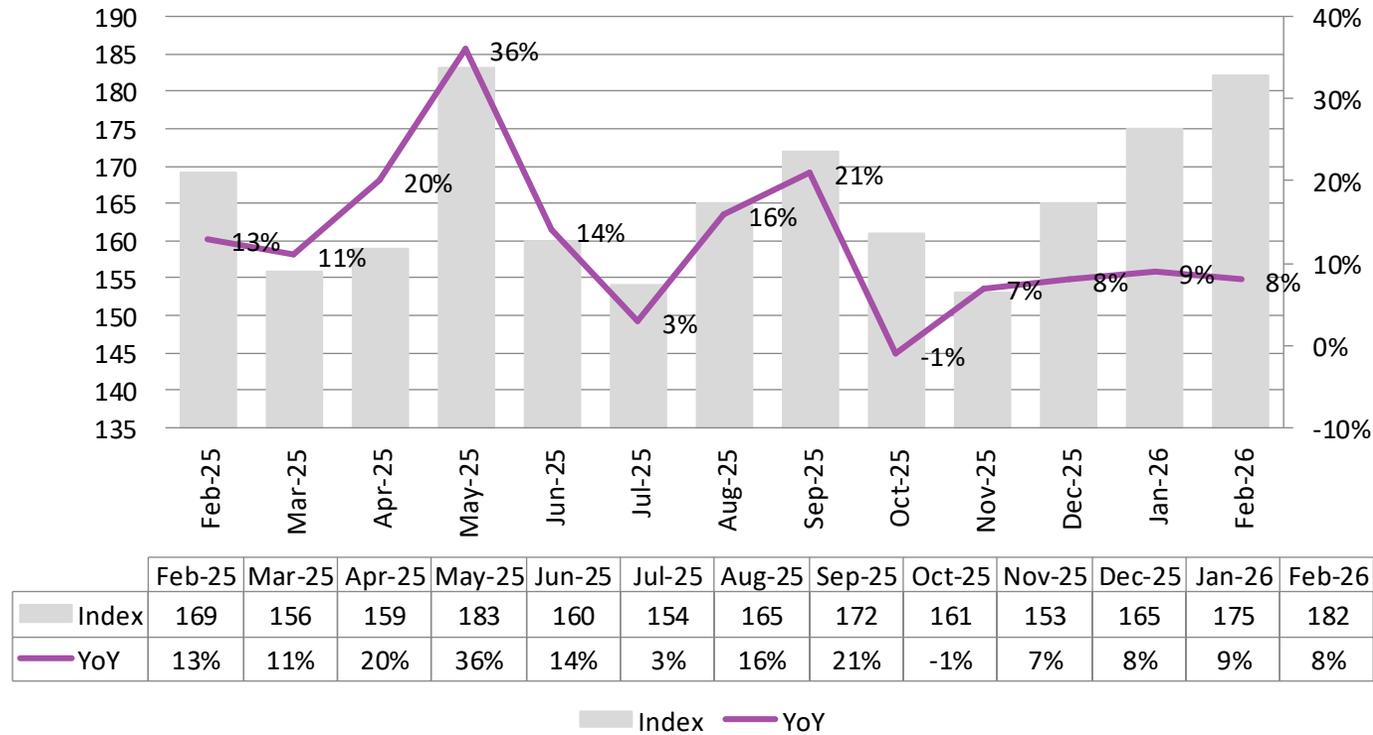
Philippines saw a 8% incline in employment activity in February 2026

✔ Recruitment activity in February 2026 rose to 182 as per the foundit Insights Tracker, up from 169 a year earlier, a 8% increase. Recruitment activity in the Philippines increased primarily due to the start-of-year hiring cycle, when companies activate new budgets and resume recruitment after year-end slowdowns. The increase was further supported by continued growth in the BPO/ITES, healthcare, logistics, and tourism sectors, along with sustained offshoring demand from global companies setting up and expanding shared services and customer support operations in the Philippines.

Hiring in the Philippines rose to 182 in February from 175 in January.

✔ Hiring activity in the Philippines increased by 10% over the past three months due to start-of-year hiring momentum, improving business sentiment, and continued job creation in services-led sectors such as BPO, tourism, logistics, and construction. Over the past six months, hiring grew by 6%, indicating steady but gradual labour market expansion supported by economic growth, infrastructure activity, and sustained demand for outsourcing and service sector roles.

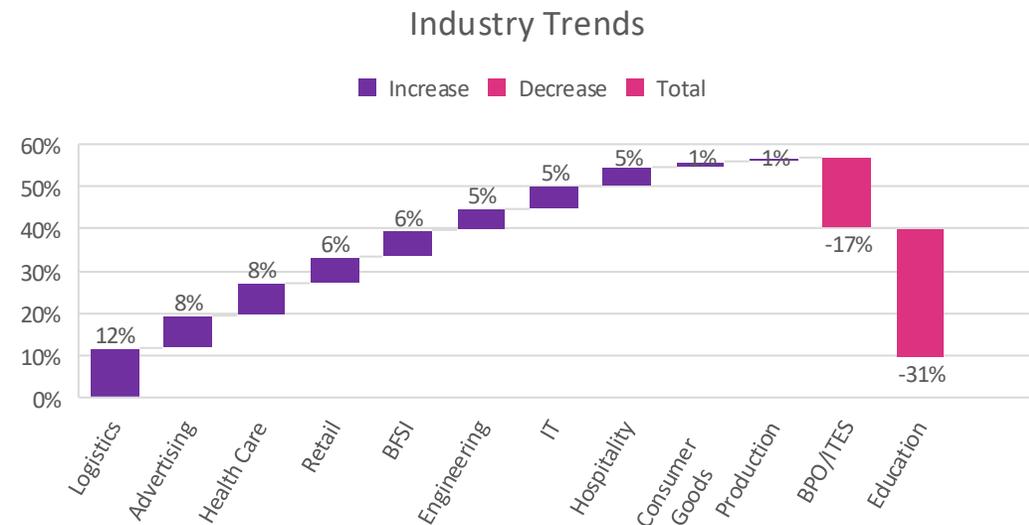
foundit Insights Tracker



Hiring Trends – Industry*

Hiring gained momentum annually in 10 of the 12 monitored industries in the month of February'26

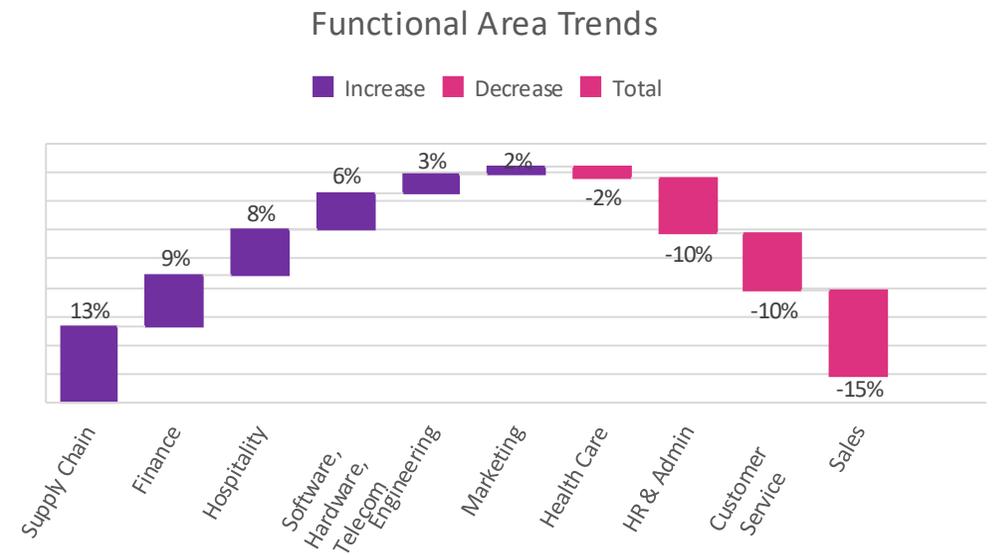
- ✓ Logistics (12%) grew due to e-commerce expansion and trade activity increasing demand for warehousing, delivery, and transportation roles. Advertising & media (8%) hiring increased as companies raised marketing and digital advertising spending to capture rising consumer demand. Healthcare (8%) hiring grew due to increasing healthcare demand, ageing population trends, and expansion of private healthcare services.
- ✓ Education (-31%) declined due to funding constraints and slower private education expansion. BPO/ITES (-17%) declined as automation and AI adoption reduced hiring in voice-based and low-skill roles while shifting demand to higher-skill digital roles. Manufacturing (1%) remained weak as the Philippines economy is primarily services-led with a smaller manufacturing base and slower industrial expansion.
- ✓ Retail (6%), BFSI (6%), engineering & construction (5%), IT/telecom (5%), hospitality (5%), and consumer goods (1%) saw moderate growth due to rising domestic consumption, infrastructure projects, financial inclusion, tourism recovery, and steady demand for digital and telecom services.



Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 6 out of 10 functional areas observed by the tracker

- ✓ Purchase/Logistics/Supply Chain (13%), Finance & Accounts (9%), and Hospitality & Travel (8%) recorded the highest growth due to strong expansion in the services sector, growth in e-commerce and trade increasing demand for supply chain and logistics roles, rising global outsourcing of finance and accounting processes to the Philippines, and tourism recovery driving hiring across hotels, airlines, and travel services.
- ✓ Sales & Business Development (-15%), Customer Service (-10%), and HR & Admin (-10%) declined as companies reduced hiring in high-volume support and administrative roles due to automation, AI adoption, and process digitisation, while many companies are prioritising productivity and cost optimisation, leading to slower hiring in support functions and traditional sales roles.
- ✓ Software/Telecom (6%), Engineering/Production/Real Estate (3%), Marketing & Communications (2%), and Healthcare (-2%) saw moderate or flat hiring due to steady demand from infrastructure and real estate projects, continued growth in the digital and telecom sector, gradual business expansion increasing marketing roles, and stable but controlled hiring in healthcare due to budget and workforce constraints.



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	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
BPO/ITES	310	264	279	299	270	259	274	315	287	271	277	256	258
IT, Telecom/ISP	151	141	144	161	148	147	149	153	153	151	153	153	159
BFSI	260	247	251	288	249	249	252	255	261	255	252	263	276
Engineering, Construction and Real Estate	94	92	91	97	92	92	92	94	94	92	94	99	99
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	84	83	84	86	83	83	81	81	80	79	80	85	85
Production/Manufacturing, Automotive and Ancillary	101	99	99	103	98	98	99	101	97	96	99	101	102
Retail	209	200	199	216	198	206	202	204	205	201	219	217	222
Hospitality & Travel	110	104	106	121	102	94	107	110	102	103	104	108	115
Education	130	86	90	87	81	85	76	79	74	78	80	86	90
Health Care	184	169	167	192	190	191	193	207	193	183	185	188	198
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	171	171	159	186	172	172	171	183	184	179	188	197	191
Advertising, Market Research, Public Relations, Media and Entertainment	165	152	152	161	146	146	152	154	170	179	166	172	178

Annexure: Functional Area Data*

Functions	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Software, Hardware, Telecom	248	229	220	216	230	222	226	228	243	254	248	260	264
Finance & Accounts	272	262	251	274	255	254	263	268	274	264	268	288	297
Sales & Business Development	127	120	111	107	108	106	109	105	103	102	102	106	108
Customer Service	243	211	221	235	225	229	229	249	240	221	221	208	219
Marketing & Communications	192	173	171	181	169	174	183	195	198	186	182	189	195
HR & Admin	184	162	151	168	157	159	151	155	152	164	167	170	166
Engineering /Production, Real Estate	99	96	96	104	96	92	93	95	94	92	98	99	102
Hospitality Roles	77	78	79	82	76	76	76	77	75	76	79	83	83
Medical Roles	149	145	135	144	135	129	135	145	136	133	136	145	146
Purchase/ Logistics/ Supply Chain	183	187	169	196	183	183	193	215	194	191	199	208	207

Thank you

