

foundit Insights Tracker

May 2026

Hiring Trends in Philippines

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



Contents

01 Key Highlights of the Month

Page 3

02 Hiring Trends - Industry

Page 4

03 Hiring Trends - Functional Area

Page 5

04 Data & Methodology

Page 6

05 About foundit APAC & Gulf

Page 7

06 Annexure

Page 8-10

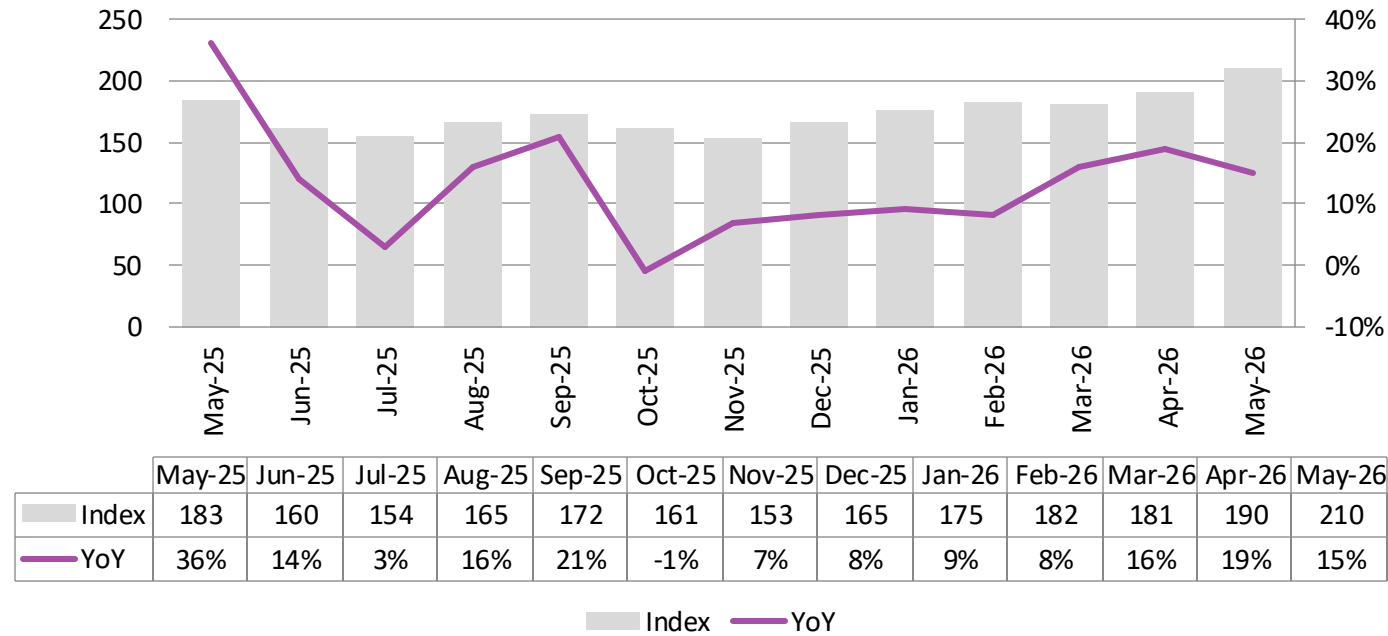


Key Highlights of the Month

Philippines saw a 15% incline in employment activity in May 2026

- ✓ Recruitment activity in May 2026 rose to 210 as per the foundit Insights Tracker, up from 183 a year earlier, a **15% increase**. Recruitment activity extended its upward run to its highest level in over a year.
- ✓ The Philippines remains among the fastest-growing economies in Southeast Asia, supported by domestic demand, remittances, and infrastructure spending. But beneath it, the labour market is re-sorting — routine, lower-value outsourcing work is contracting while higher-value digital and knowledge work accelerates, as global firms expand shared services and digital operations locally. Momentum is led by **logistics, advertising, education, and retail, while BPO/ITES, BFSI, and IT cooled or slipped**
- ✓ **Over the past three months, hiring has risen 15%**, with the momentum carried by services-led sectors. **The six-month figure of 37%** points to a recovery underpinned by economic expansion, infrastructure activity, and steady demand for logistics, digital, and healthcare talent.

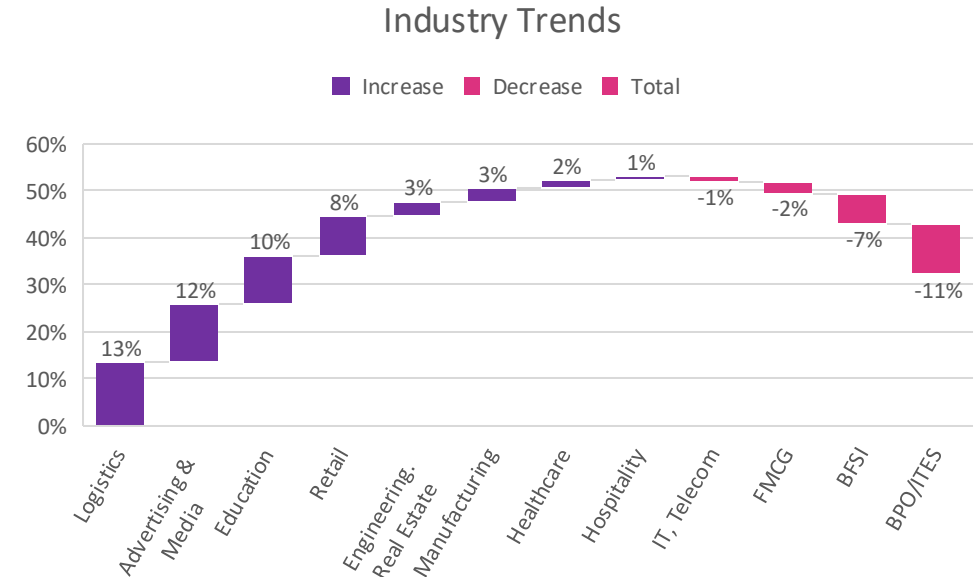
foundit Insights Tracker



Hiring Trends – Industry*

Hiring gained momentum annually in 9 of the 13 monitored industries in May '26

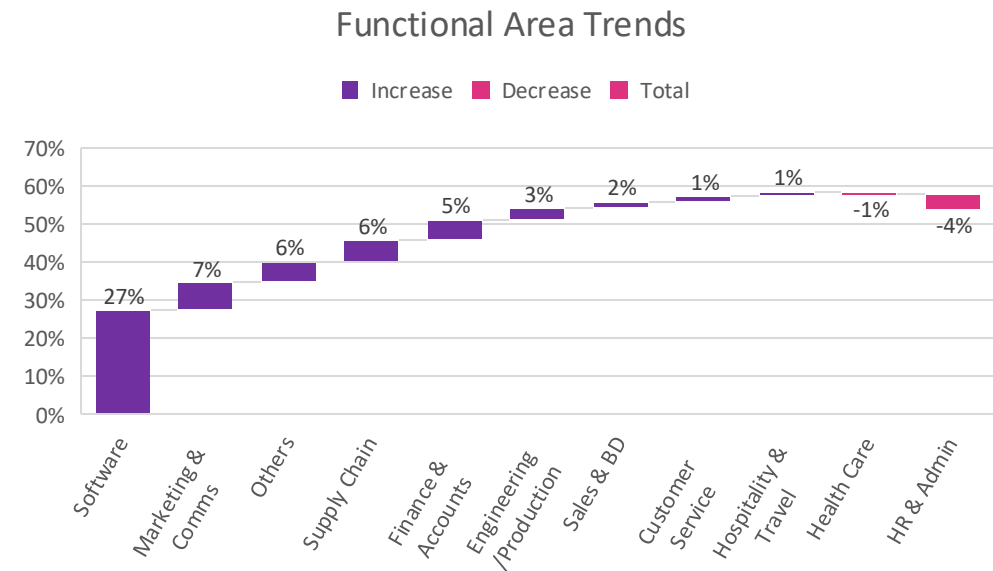
- ✔ **Logistics** (13%) and **Advertising & media** (12%) were the top performers. Logistics is riding a fast-growing e-commerce base (the market is worth around USD 20 billion in 2026), while advertising is buoyed by heavy brand and platform spend, with e-commerce players alone spending an estimated USD 1.2 billion on digital advertising. **Education** (10%) staged a notable rebound, driven by a major public-sector hiring push: the Department of Education plans to recruit over 32,000 teachers in 2026. **Retail** (8%) grew on resilient consumer spending and omnichannel expansion across a young, digitally active population.
- ✔ **BPO/ITES (-11%)** and **BFSI (-7%)** were the weakest. The BPO decline is structural — the repetition and predictability of BPO work makes it highly susceptible for automation, while banks tightened hiring as digital channels absorb routine volume. **IT/Telecom (-1%)** edged lower, but this understates real tech demand: it is migrating into in-house capability centres and showing up in the software *function* rather than the traditional IT industry line
- ✔ **Engineering & Construction** (3%), **Manufacturing** (3%), **Health Care** (2%), and **Hospitality** (1%) recorded positive but moderating annual growth, pointing to a still-expanding yet increasingly uneven hiring environment across the Philippines labour market.



Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 9 out of 11 functional areas observed by the tracker

- ✓ **Software, Hardware & Telecom (+27%)** led by a wide margin, pulling demand into application development, analytics and engineering as GCCs now account for roughly 39% of the IT-BPM office pipeline. **Marketing & Communications (+7%)** and **Finance & Accounts (+6%)** followed, with finance a core GCC function — accountants, financial analysts and auditors remain in demand, and the convergence of finance with fintech and regulatory technology is creating hybrid roles even as routine back-office work shrinks.
- ✓ **HR & Admin (-4%)** and **Health Care roles (-1%)** were the only declines, the former driven by shared-services consolidation and the automation of routine administrative work.
- ✓ **Purchase/Logistics/Supply Chain (6%), Engineering/Production/Real Estate (3%), Sales & Business Development (2%), Customer Service (1%),** and **Hospitality & Travel (1%)** all recorded positive annual growth, reflecting broad-based improvement across operational, support, and service delivery functions. However, the near-flat growth across some functions is also an indicator that AI is gaining ground in voice customer service, data entry and routine back-office processing, hollowing out routine GCC roles.



Data & Methodology

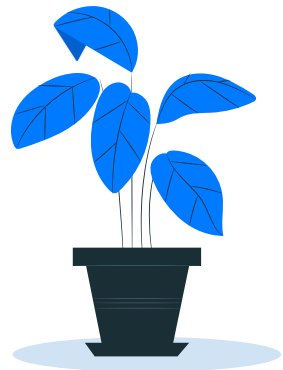
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
BPO/ITES	299	270	259	274	315	287	271	277	256	258	265	270	267
IT, Telecom/ISP	161	148	147	149	153	153	151	153	153	159	156	157	159
BFSI	288	249	249	252	255	261	255	252	263	276	266	270	269
Engineering, Construction and Real Estate	97	92	92	92	94	94	92	94	99	99	96	98	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	86	83	83	81	81	80	79	80	85	85	85	85	84
Production/Manufacturing, Automotive and Ancillary	103	98	98	99	101	97	96	99	101	102	100	102	106
Retail	216	198	206	202	204	205	201	219	217	222	234	237	234
Hospitality & Travel	121	102	94	107	110	102	103	104	108	115	114	117	122
Education	87	81	85	76	79	74	78	80	86	90	89	91	96
Health Care	192	190	191	193	207	193	183	185	188	198	193	189	195
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	186	172	172	171	183	184	179	188	197	191	197	202	211
Advertising, Market Research, Public Relations, Media and Entertainment	161	146	146	152	154	170	179	166	172	178	178	176	181

Annexure: Functional Area Data*

Functions	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
Software, Hardware, Telecom	216	230	222	226	228	243	254	248	260	264	260	271	275
Finance & Accounts	274	255	254	263	268	274	264	268	288	297	294	298	289
Sales & Business Development	107	108	106	109	105	103	102	102	106	108	108	106	109
Customer Service	235	225	229	229	249	240	221	221	208	219	227	240	238
Marketing & Communications	181	169	174	183	195	198	186	182	189	195	196	190	194
HR & Admin	168	157	159	151	155	152	164	167	170	166	163	159	161
Engineering /Production, Real Estate	104	96	92	93	95	94	92	98	99	102	101	102	107
Hospitality Roles	82	76	76	76	77	75	76	79	83	83	82	81	83
Medical Roles	144	135	129	135	145	136	133	136	145	146	144	140	143
Purchase/ Logistics/ Supply Chain	196	183	183	193	215	194	191	199	208	207	208	210	207

Thank you

