

foundit Insights Tracker

June 2026

Hiring Trends in Philippines

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PR@foundit.ai



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Key Highlights of the Month

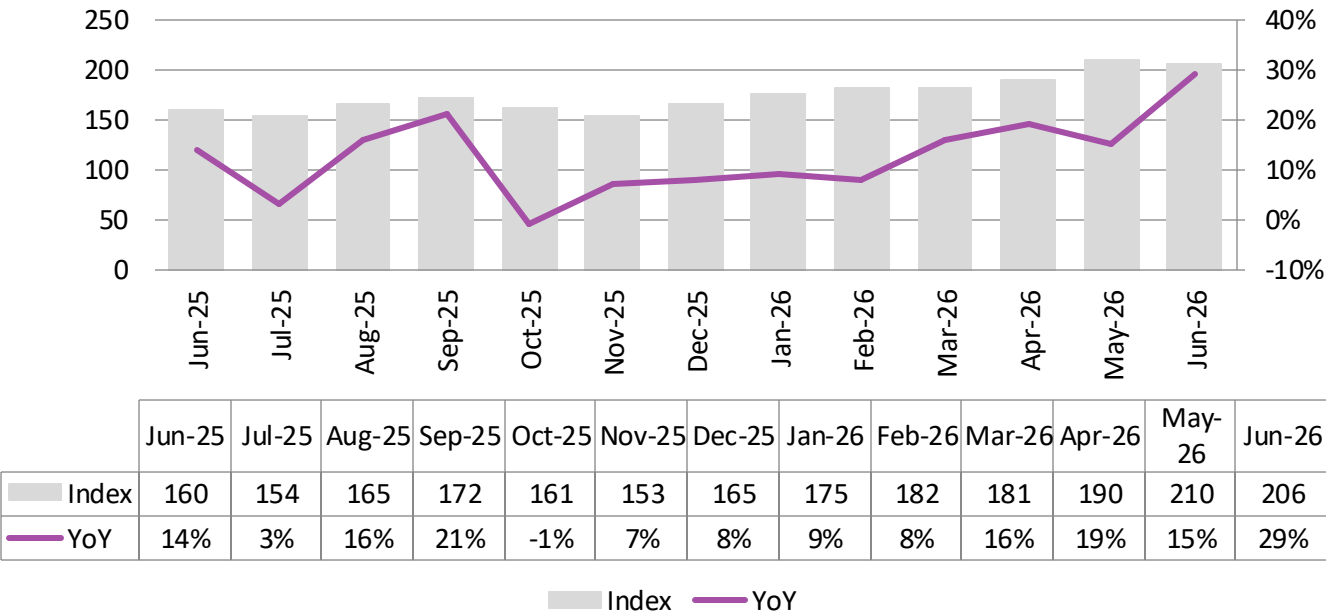
foundit Insights Tracker in Philippines records a 29% annual rise in hiring activity in June'26

✔ Recruitment activity in June 2026 registered a **29% year-on-year increase**, the sharpest annual gain in over a year. Much of that reflects a weak base: hiring bottomed out in mid-2025, and the comparison is against the lowest reading of that year. Against May, activity slipped 2%, the first month-on-month decline since March.

✔ Hiring has risen **14% over the past three months** and **25% over the past six**, confirming an underlying uptrend rather than a one-month spike. But the pace is easing. The six-month gain has narrowed from 37% in May, and BPO/ITES was the only industry to add hiring against the previous month.

The Philippines remains among the fastest-growing economies in Southeast Asia, supported by domestic demand, remittances, and infrastructure spending. Every industry and function the tracker monitors is now hiring above June 2025, but the strength sits in logistics, hospitality, advertising, and retail rather than in outsourcing, where the industry body has paused its own workforce forecast mid-cycle while it reassesses how AI is reshaping entry-level work.

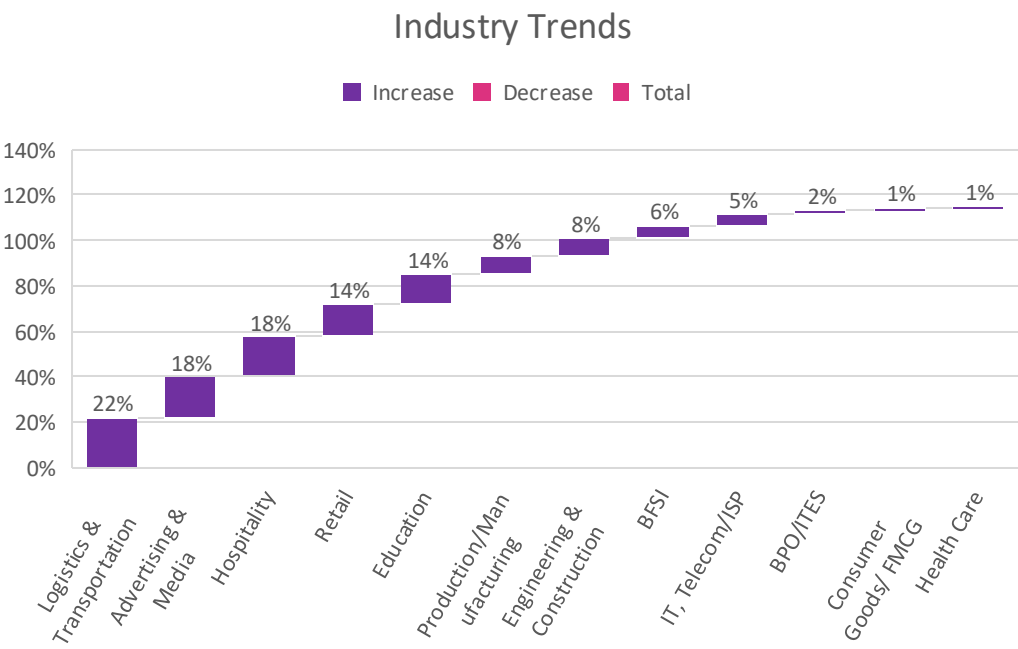
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Hiring Trends – Industry*

Hiring rose annually across all 13 monitored industries in June '26

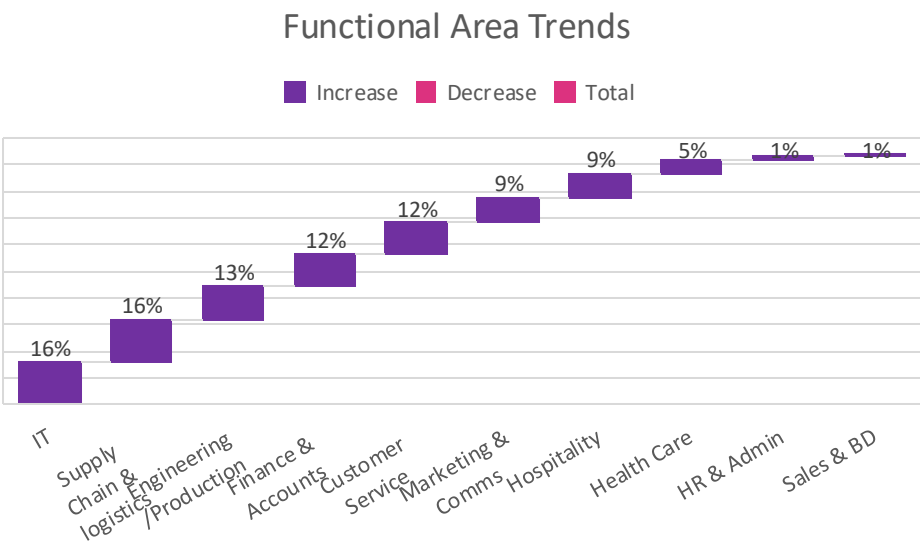
- ✓ **Logistics** (22%) led all industries, riding a fast-growing e-commerce base and continued freight, warehousing, and last-mile investment. **Advertising & media** (18%) and **Hospitality** (18%) followed. Hospitality is the sharpest reversal in the tracker, with accommodation and food services posting the largest annual job gain of any sub-sector in the national labour data, while advertising is carried by heavy brand and platform spend. Both, however, fell back over the month.
- ✓ **BPO/ITES** (2%) turned positive for the first time this year and was the only industry to add hiring against the previous month, but the recovery is narrow. The industry association has paused its own 2026 workforce forecast mid-cycle while it reassesses how AI is absorbing entry-level, repeatable work, and growth is now concentrated in higher-value capability-centre roles rather than voice. **Consumer goods/FMCG** (1%) and **Health Care** (1%) were barely above year-ago levels. The breadth of growth is real, but it rests on a low mid-2025 base rather than on fresh acceleration.
- ⬆ **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 all 11 functional areas observed by the tracker

- ✔ **Software, Hardware & Telecom (+16%)** and **Purchase/Logistics/Supply Chain (+16%)** led. The former continues to pull demand into application development, analytics, and engineering as global capability centres take a growing share of the IT-BPM pipeline; the latter tracks the freight and warehousing build-out. **Engineering/Production/Real Estate (+13%)** followed on sustained infrastructure work.
- ✔ **Finance & Accounts (+12%)** and **Customer Service (+12%)** both grew. Finance remains a core capability-centre function, with analysts, auditors, and hybrid fintech-and-compliance roles in demand. Customer Service was the surprise, rising 6% over the month and reversing a year of flat readings, which suggests AI is redistributing voice work rather than removing it, with agents moving into escalation and oversight. **Marketing & Communications (+10%)** and **Hospitality & Travel (+9%)** grew alongside their industries.
- ✔ **Health Care roles (+5%), HR & Admin (+1%),** and **Sales & Business Development (+1%)** brought up the rear. HR & Admin returned to positive territory after a run of declines but remains the only function still down over six months, as shared-services consolidation and the automation of routine administrative work continue to compress headcount. Growth is broad, but the spread between the fastest and slowest functions has widened, and the softest are those where the work is most easily automated.



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.

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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	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
BPO/ITES	270	259	274	315	287	271	277	256	258	265	270	267	275
IT, Telecom/ISP	148	147	149	153	153	151	153	153	159	156	157	159	155
BFSI	249	249	252	255	261	255	252	263	276	266	270	269	263
Engineering, Construction and Real Estate	92	92	92	94	94	92	94	99	99	96	98	100	99
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	83	83	81	81	80	79	80	85	85	85	85	84	84
Production/Manufacturing, Automotive and Ancillary	98	98	99	101	97	96	99	101	102	100	102	106	106
Retail	198	206	202	204	205	201	219	217	222	234	237	234	226
Hospitality & Travel	102	94	107	110	102	103	104	108	115	114	117	122	120
Education	81	85	76	79	74	78	80	86	90	89	91	96	92
Health Care	190	191	193	207	193	183	185	188	198	193	189	195	191
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	172	172	171	183	184	179	188	197	191	197	202	211	210
Advertising, Market Research, Public Relations, Media and Entertainment	146	146	152	154	170	179	166	172	178	178	176	181	172

Annexure: Functional Area Data*

Functions	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
Software, Hardware, Telecom	230	222	226	228	243	254	248	260	264	260	271	275	267
Finance & Accounts	255	254	263	268	274	264	268	288	297	294	298	289	286
Sales & Business Development	108	106	109	105	103	102	102	106	108	108	106	109	109
Customer Service	225	229	229	249	240	221	221	208	219	227	240	238	251
Marketing & Communications	169	174	183	195	198	186	182	189	195	196	190	194	185
HR & Admin	157	159	151	155	152	164	167	170	166	163	159	161	159
Engineering /Production, Real Estate	96	92	93	95	94	92	98	99	102	101	102	107	108
Hospitality Roles	76	76	76	77	75	76	79	83	83	82	81	83	83
Medical Roles	135	129	135	145	136	133	136	145	146	144	140	143	142
Purchase/ Logistics/ Supply Chain	183	183	193	215	194	191	199	208	207	208	210	207	212

Thank you

