

foundit Insights Tracker

August 2026

Hiring Trends in Philippines

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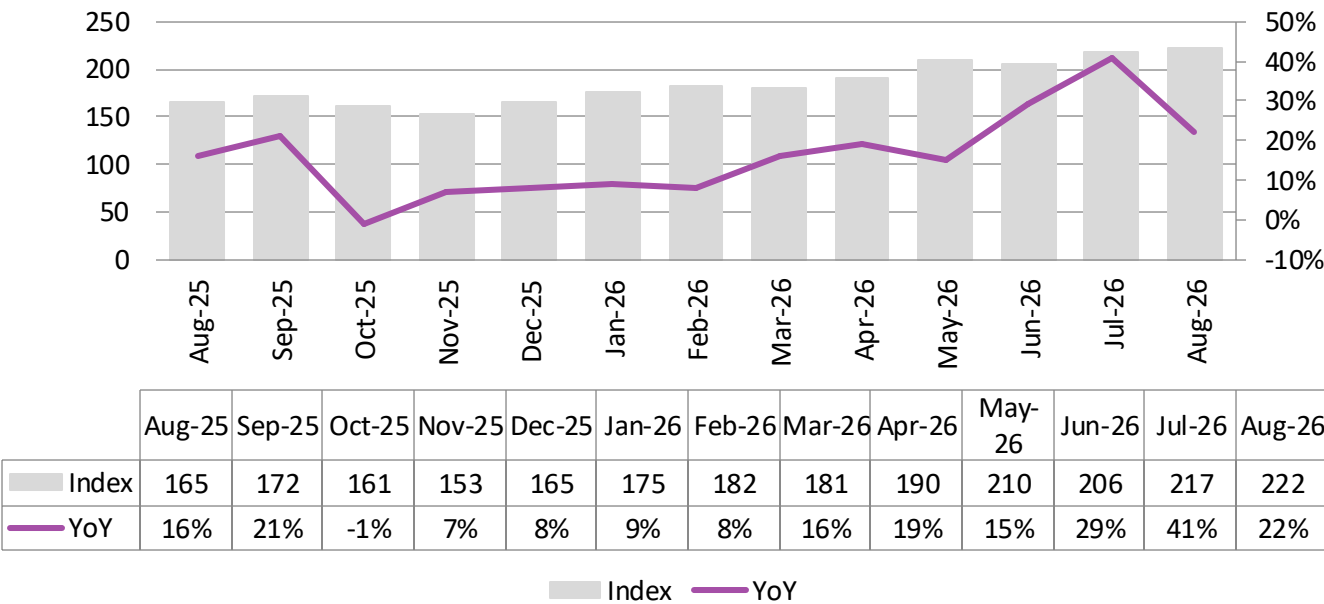


Key Highlights of the Month

foundit Insights Tracker in Philippines records a 22% annual rise in hiring activity in Aug'26

- ✔ Recruitment activity in August 2026 registered a **22% year-on-year increase**, easing from July's 41% growth, but still running well above trend. Part of that annual gain reflects a comparison against a softer month in 2025, though the base is less depressed than July's. On a month-on-month basis, activity fell 7% against July, giving back the previous month's rebound and taking the index below its June reading.
- ✔ The index has risen **6% over the past three months** and **15% over the past six**. The monthly picture also flipped: none of the twelve industries the tracker follows added hiring over the month, against eleven in July, with only Consumer goods/FMCG holding steady.
- ✔ The Philippines' underlying macro drivers — domestic consumption, remittances and public infrastructure spending — remain intact, but the pullback is broad, and July's fastest gainers have all softened. BPO/ITES has slipped below its year-ago level for the first time this year as the industry body keeps its 2026 workforce forecast on hold while it assesses how AI is reshaping entry-level roles.

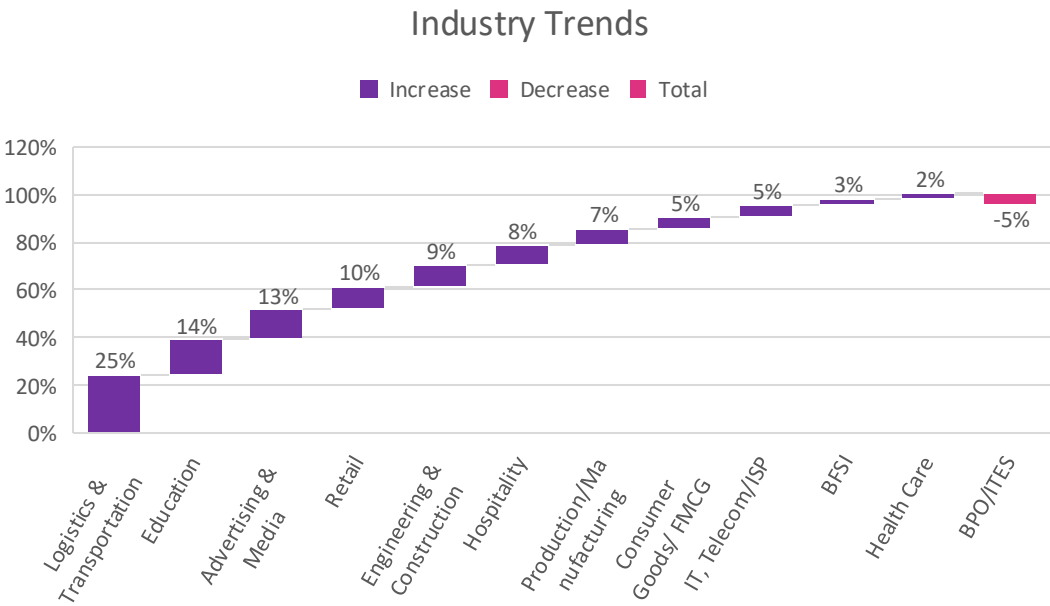
foundit Insights Tracker



Hiring Trends – Industry*

12 of 13 monitored industries kept above year-ago levels in Aug '26

- ✓ **Logistics (25%)** led all industries by a clear margin, extending the fast growth in freight, warehousing and last-mile hiring that has underpinned the sector through 2026. **Education (14%)** followed on the seasonal intake at the start of the academic year, while **Advertising and media (13%)** held third on continued brand and digital-platform spending. All three softened against July but retained the largest annual gains.
- ✓ **Retail (10%), Engineering and construction (9%)** and **Hospitality (8%)** formed the next band, with **Production and manufacturing (7%)** close behind. Hospitality's slip from July's leader position reflects a broader easing after the peak summer months, though the sector still sits comfortably above its August 2025 level.
- ✓ **IT and telecom (5%), Consumer goods/FMCG (5%), BFSI (3%)** and **Health care (2%)** posted steadier gains. **BPO/ITES (-5%)** was the only industry to slip below its year-ago level, its first negative annual reading this year, as the industry association keeps its 2026 workforce forecast in review while it weighs the impact of AI on entry-level roles.



Hiring Trends - Functional Area*

Hiring stayed above year-ago levels in 8 of 11 functional areas in Aug '26



Software, Hardware & Telecom (+18%) held its lead as demand for application development, analytics and data engineering continued to draw hiring into global capability centres. **Engineering/Production/Real Estate (+16%)** came next on infrastructure and industrial construction activity, while **Hospitality & Travel (+12%)** held third alongside its parent industry.

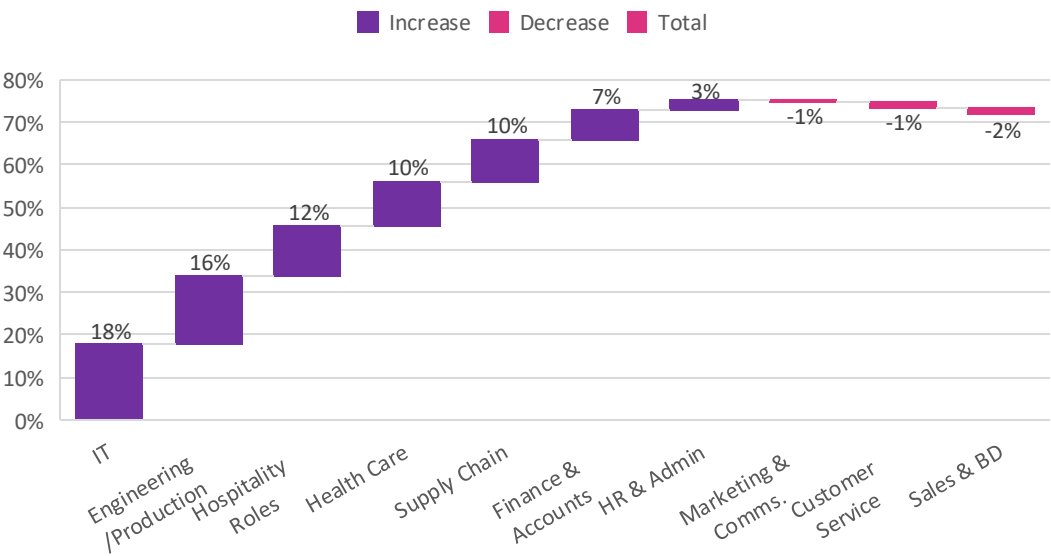


Medical roles (+10%) and **Purchase/Logistics/Supply Chain (+10%)** grew in step, the first on clinical and allied-health demand, the second in step with the freight and warehousing expansion visible on the industry side. **Finance & Accounts (+7%)** posted steady if slower growth as analysis, audit and compliance roles in capability centres stayed sought-after.



HR & Admin (+3%) rounded out the annual gainers. **Marketing & Communications (-1%), Customer Service (-1%)** and **Sales & Business Development (-2%)** slipped fractionally below their year-ago levels, as seasonal ramp-ups faded and AI-linked deflection continued to trim voice workloads.

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.

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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	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
BPO/ITES	274	315	287	271	277	256	258	265	270	267	275	286	261
IT, Telecom/ISP	149	153	153	151	153	153	159	156	157	159	155	159	156
BFSI	252	255	261	255	252	263	276	266	270	269	263	267	260
Engineering, Construction and Real Estate	92	94	94	92	94	99	99	96	98	100	99	101	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	81	81	80	79	80	85	85	85	85	84	84	85	85
Production/Manufacturing, Automotive and Ancillary	99	101	97	96	99	101	102	100	102	106	106	108	106
Retail	202	204	205	201	219	217	222	234	237	234	226	233	222
Hospitality & Travel	107	110	102	103	104	108	115	114	117	122	120	122	116
Education	76	79	74	78	80	86	90	89	91	96	92	92	87
Health Care	193	207	193	183	185	188	198	193	189	195	191	201	197
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	171	183	184	179	188	197	191	197	202	211	210	217	213
Advertising, Market Research, Public Relations, Media and Entertainment	152	154	170	179	166	172	178	178	176	181	172	181	171

Annexure: Functional Area Data*

Functions	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Software, Hardware, Telecom (IT)	226	228	243	254	248	260	264	260	271	275	267	271	266
Finance & Accounts	263	268	274	264	268	288	297	294	298	289	286	291	281
Sales & Business Development	109	105	103	102	102	106	108	108	106	109	109	111	107
Customer Service	229	249	240	221	221	208	219	227	240	238	251	257	226
Marketing & Communications	183	195	198	186	182	189	195	196	190	194	185	187	182
HR & Admin	151	155	152	164	167	170	166	163	159	161	159	163	155
Engineering /Production, Real Estate	93	95	94	92	98	99	102	101	102	107	108	111	108
Hospitality Roles	76	77	75	76	79	83	83	82	81	83	83	87	85
Medical Roles	135	145	136	133	136	145	146	144	140	143	142	148	149
Purchase/ Logistics/ Supply Chain	193	215	194	191	199	208	207	208	210	207	212	219	212

Thank you

