

foundit Insights Tracker

September 2026

Hiring Trends in Philippines

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PR@foundit.ai



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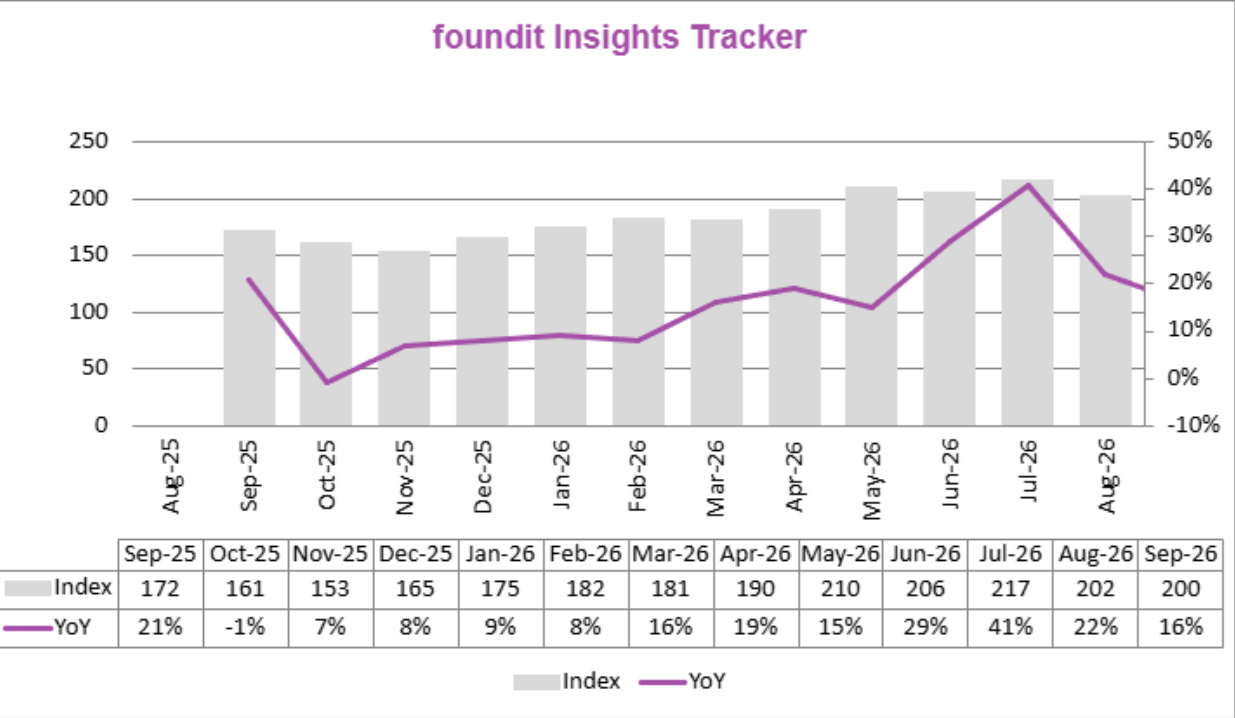
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Key Highlights of the Month

foundit Insights Tracker in Philippines records a 16% annual rise in hiring activity in Sep'26

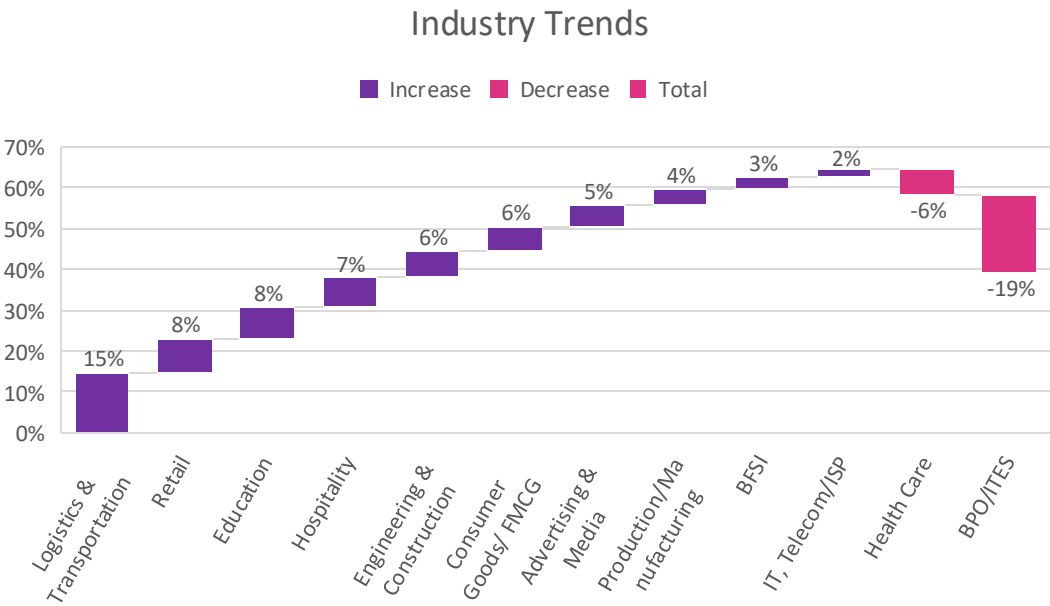
- ✔ Recruitment activity in September 2026 registered a **16% year-on-year increase**, easing from August's 22% but measured against a firmer base, as September 2025 was one of last year's stronger months. On a month-on-month basis, activity slipped just 1% against August, a far gentler pullback than the previous month's 7% drop, suggesting the index is levelling out rather than sliding further.
- ✔ The index sits **3% below its level three months ago** but **10% above six months ago**. Breadth also improved at the margin: three of twelve industries added hiring over the month, against none in August, with IT and telecom and Engineering and construction holding steady.
- ✔ Most industries and functions remain above their September 2025 level, led by logistics, retail and education. The weak spot is outsourcing: BPO/ITES fell to 19% below its year-ago level, its lowest reading in over a year, after the industry association cut its 2028 growth targets in July, citing faster AI adoption and slower offshore buying.



Hiring Trends – Industry*

11 of 13 monitored industries kept above year-ago levels in Sep '26

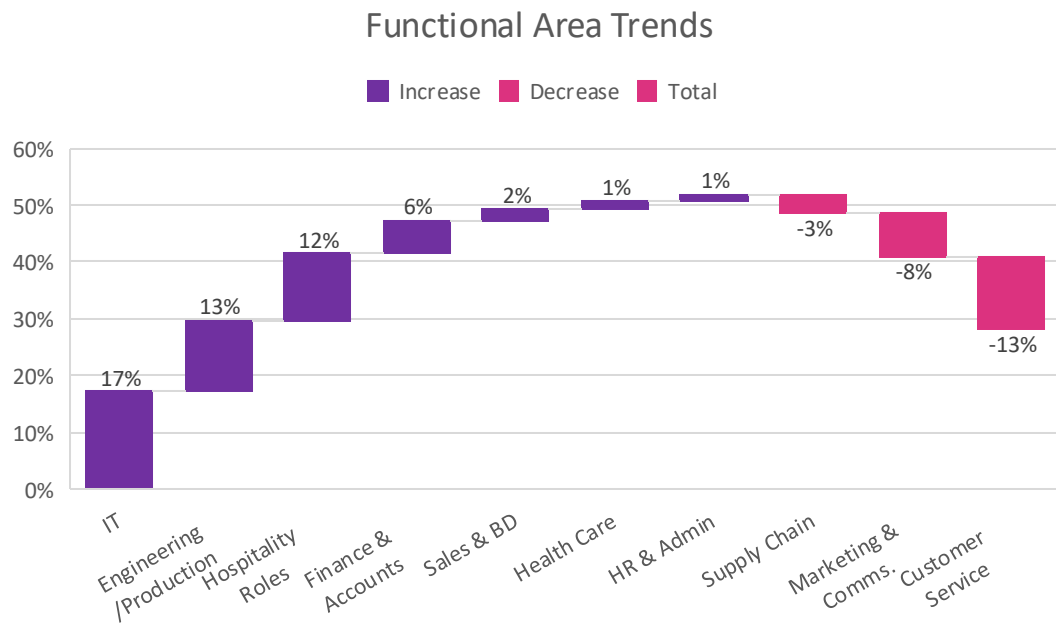
- ✓ **Logistics (15%)** led all industries for a second month, its margin narrower than in August but still clear of the field as freight, warehousing and last-mile networks kept adding staff. **Retail (8%)** and **Education (8%)** followed, the first on early staffing for the long Christmas trading season, the second as schools and training providers completed first-semester hiring.
- ✓ **Hospitality (7%)**, **Engineering and construction (6%)** and **Consumer goods/FMCG (6%)** formed the next band, with **Advertising and media (5%)** and **Production and manufacturing (4%)** close behind. Advertising's gain has halved since August after the steepest monthly fall of any industry, pointing to cautious brand spending.
- ✓ **BFSI (3%)** and **IT and telecom (2%)** posted modest gains. **Health care (-6%)** dipped below its year-ago level, largely because September 2025 was an unusually strong month. **BPO/ITES (-19%)** recorded the sharpest decline, deeper than the base alone explains, as clients slow offshore commitments and AI absorbs more entry-level work.



Hiring Trends - Functional Area*

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

- ✓ **Software, Hardware & Telecom (+17%)** held its lead as application development, analytics and data engineering roles continued to draw hiring into global capability centres. **Engineering/Production/Real Estate (+13%)** came next on infrastructure and industrial project work, while **Hospitality & Travel (+12%)** kept pace with its parent industry.
- ✓ **Finance & Accounts (+6%)** posted steady growth as audit, compliance and reporting roles stayed in demand. **Sales & Business Development (+2%)** returned to positive territory after August's dip, while **Medical roles (+1%)** and **HR & Admin (+1%)** edged above year-ago levels, Medical's slower gain reflecting a strong September 2025 base.
- ✓ **Purchase/Logistics/Supply Chain (-3%)** slipped below its year-ago level on the same base effect, despite continued expansion on the industry side. **Marketing & Communications (-8%)** eased alongside tighter brand budgets, while **Customer Service (-13%)** posted the steepest decline, falling a further 4% over the month as voice-support volumes thinned with the slowdown in BPO/ITES.



Data & Methodology

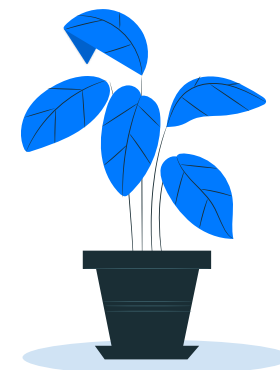
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
BPO/ITES	315	287	271	277	256	258	265	270	267	275	286	261	255
IT, Telecom/ISP	153	153	151	153	153	159	156	157	159	155	159	156	156
BFSI	255	261	255	252	263	276	266	270	269	263	267	260	262
Engineering, Construction and Real Estate	94	94	92	94	99	99	96	98	100	99	101	100	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	81	80	79	80	85	85	85	85	84	84	85	85	86
Production/Manufacturing, Automotive and Ancillary	101	97	96	99	101	102	100	102	106	106	108	106	105
Retail	204	205	201	219	217	222	234	237	234	226	233	222	221
Hospitality & Travel	110	102	103	104	108	115	114	117	122	120	122	116	118
Education	79	74	78	80	86	90	89	91	96	92	92	87	85
Health Care	207	193	183	185	188	198	193	189	195	191	201	197	194
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	183	184	179	188	197	191	197	202	211	210	217	213	210
Advertising, Market Research, Public Relations, Media and Entertainment	154	170	179	166	172	178	178	176	181	172	181	171	162

Annexure: Functional Area Data*

Functions	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
Software, Hardware, Telecom (IT)	228	243	254	248	260	264	260	271	275	267	271	266	267
Finance & Accounts	268	274	264	268	288	297	294	298	289	286	291	281	284
Sales & Business Development	105	103	102	102	106	108	108	106	109	109	111	107	107
Customer Service	249	240	221	221	208	219	227	240	238	251	257	226	217
Marketing & Communications	195	198	186	182	189	195	196	190	194	185	187	182	180
HR & Admin	155	152	164	167	170	166	163	159	161	159	163	155	157
Engineering /Production, Real Estate	95	94	92	98	99	102	101	102	107	108	111	108	107
Hospitality Roles	77	75	76	79	83	83	82	81	83	83	87	85	86
Medical Roles	145	136	133	136	145	146	144	140	143	142	148	149	147
Purchase/ Logistics/ Supply Chain	215	194	191	199	208	207	208	210	207	212	219	212	208

Thank you

