

# foundit Insights Tracker

June 2025

## Hiring Trends in Philippines

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[PR@foundit.ai](mailto:PR@foundit.ai)



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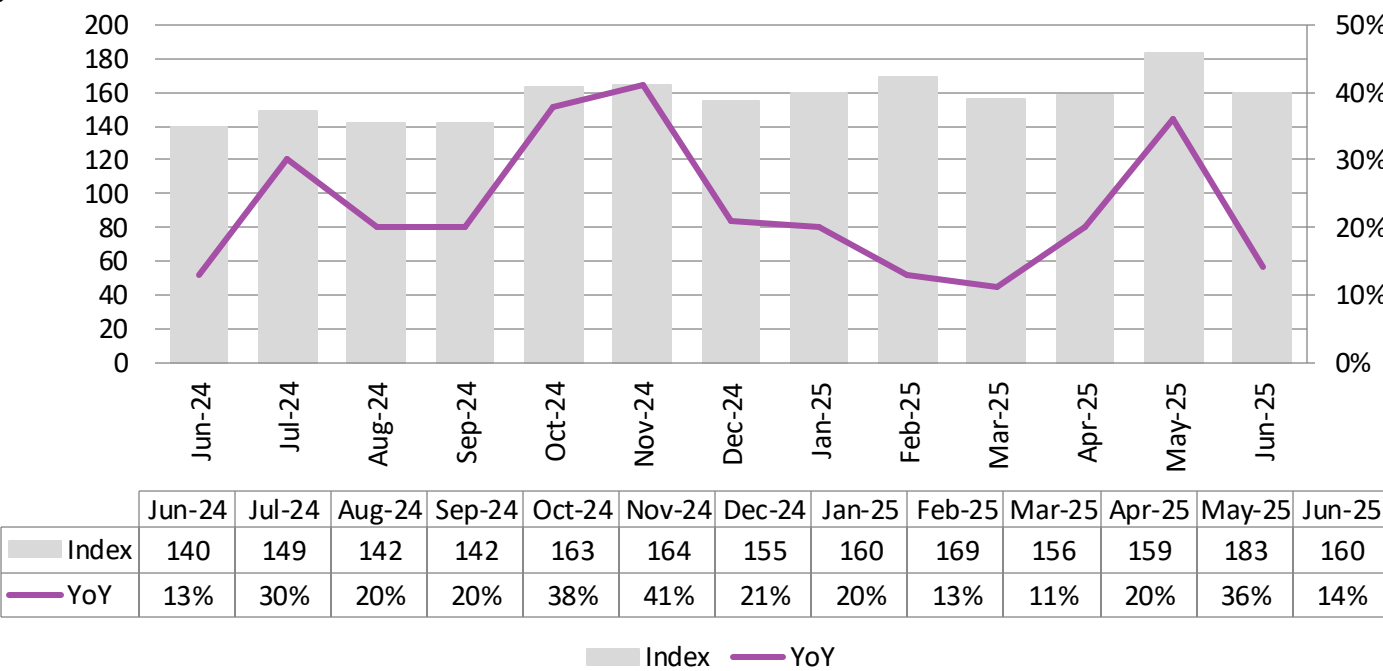


# Key Highlights of the Month

## Philippines saw robust 14% growth in employment activity in June 2025

- ✔ Recruitment activity in June 2025 climbed to 160 on the foundit Insights Tracker (fit), up from 140 a year earlier—reflecting a 14% year-on-year growth and highlighting the continued resilience of the job market despite evolving economic conditions and shifting workforce strategies.
- ✔ Hiring activity declined sharply in June 2025, with the index dropping from 183, marking a 13% month-on-month dip. This downturn emerged from employers completing short-term or project-based hiring in May.
- ✔ The Philippines recorded modest growth in hiring over the past three months, according to the latest trends. However, in June 2025, recruitment activity remained targeted and role-specific, with employers prioritising high-impact positions that support productivity, digital transformation, and cost optimisation. As organisations navigate global uncertainties and internal shifts, the job market is expected to remain resilient driven by private sector expansion, rising foreign investments, and the evolution of agile workforce strategies.

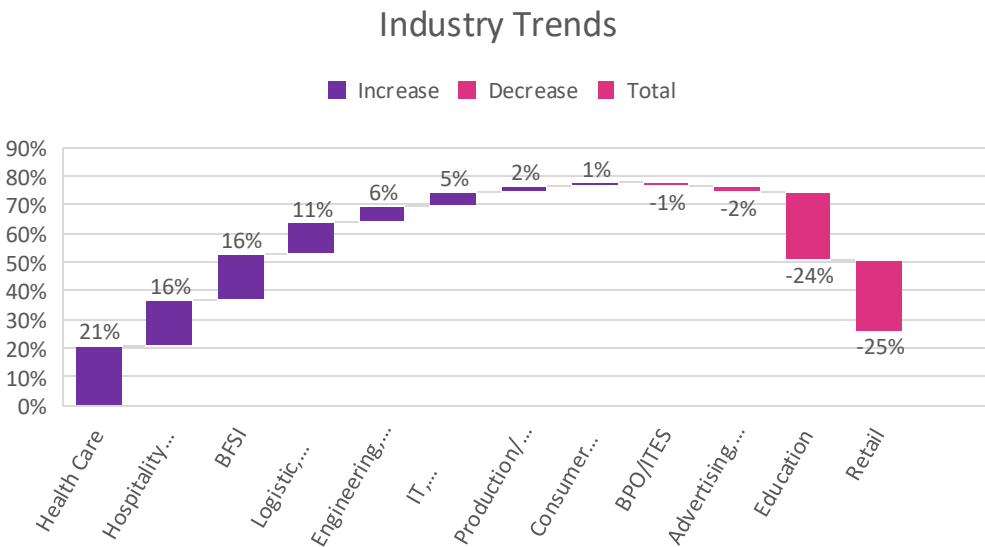
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# Hiring Trends – Industry\*

Hiring gained momentum annually in 8 of the 12 monitored industries in the month of June’25

- ✓ The **Healthcare** (+21%) recorded the sharpest annual surge in hiring. The Philippine healthcare sector is at a pivotal juncture, marked by evolving workforce models, sharp cost inflation, and rapid digital adoption. While challenges like talent shortages and infrastructure gaps persist, substantial investment in telehealth, specialty care, and wellness services is creating diverse job opportunities and rising demand across both clinical and tech-driven. Meanwhile, both the **Hospitality & Travel** (+16%) and **BFSI** (+16%) sector stood at the same level recording strong annual growth in hiring demand. Banks and financial institutions are ramping up hiring in areas such as cybersecurity, data analytics, risk management, and customer experience to support this growth.
- ✓ Both the **Retail** (-25%) and **Education** (-24%) sectors in the Philippines witnessed a notable year-on-year drop in hiring, pointing to a shared trend, the impact of digital disruption and ongoing operational realignment.
- ✓ Other sectors that recorded strong year-on-year growth in hiring activity in June 2025 include **Consumer Goods/FMCG** (+1%), **Production/Manufacturing, Automotive, and Ancillary sector** (+2%), **IT and Telecom/ISP sector** (+5%), **Engineering, Construction, and Real Estate** (+6%) and **Logistics, Courier/Freight/Transportation, and Shipping** (+11%) while **Advertising, Market Research, Public Relations, Media, and Entertainment** (-2%) and Also, **BPO/ITES sector** (-1%) saw marginal decline in hiring activity annually.



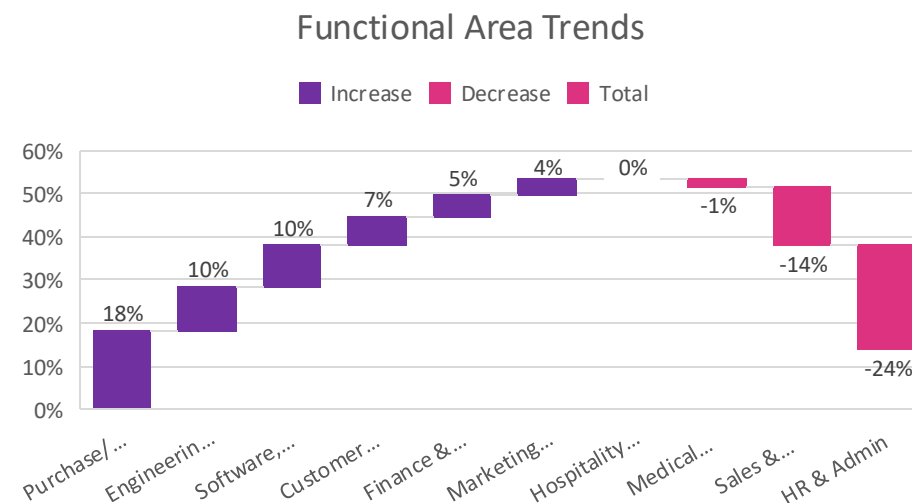
# Hiring Trends - Functional Area\*

Hiring activity exceeded year-ago levels in 7 out of 10 functional areas observed by the tracker

✓ In June'25, the demand for **Purchase/Logistics/Supply Chain** (+18%) professionals surged year-on-year reflecting the sector's growing strategic importance. As the country strengthens its position as a regional trade and distribution hub, logistics roles across procurement, inventory management, and transportation planning have become increasingly critical. Simultaneously, hiring for **Software, Hardware, and Telecom** (+10%) roles saw an impressive jump last month contributing to a notable rise in annual demand. The Philippines' ongoing digital transformation driven by expanding connectivity, cloud adoption, and increased enterprise tech investments has accelerated the need for professionals skilled in network infrastructure, system architecture, and embedded technologies. Also, job roles in **Engineering/Production/Real Estate** (+10%) saw an uptick in hiring demand annually.

✓ Conversely, hiring for **HR & Admin** (-24%) and **Sales & Business Development** (-14%) roles in the Philippines saw a year-on-year decline as businesses are redefining support and client-facing roles focusing more on specialised skills, performance-driven structures, and cost-effective staffing to drive long-term value.

✓ Other key functions to witness upward hiring trend in June 2025 include **Marketing & Communications** (+4%), **Finance & Accounts** (+5%) and **Customer Service** (+7%) while **Medical Roles** (-1%) saw a marginal dip and **Hospitality** (0%) roles hiring remained flat.



# 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](http://www.foundit.in)

[www.founditgulf.com](http://www.founditgulf.com)

[www.foundit.sg](http://www.foundit.sg)

[www.foundit.my](http://www.foundit.my)

[www.foundit.com.ph](http://www.foundit.com.ph)

[www.foundit.hk](http://www.foundit.hk)



# Annexure





# Annexure: Industry Data\*

Industries	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
BPO/ITES	274	276	323	278	283	305	289	300	310	264	279	299	270
IT, Telecom/ISP	141	143	142	142	161	167	141	147	151	141	144	161	148
BFSI	215	225	229	210	242	247	227	251	260	247	251	288	249
Engineering, Construction and Real Estate	87	90	86	87	89	87	84	91	94	92	91	97	92
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	82	82	82	84	83	85	83	83	84	83	84	86	83
Production/Manufacturing, Automotive and Ancillary	96	96	95	97	106	107	94	99	101	99	99	103	98
Retail	263	291	304	298	315	290	181	197	209	200	199	216	198
Hospitality & Travel	88	91	94	94	101	114	98	111	110	104	106	121	102
Education	106	120	103	94	107	131	113	122	130	86	90	87	81
Health Care	157	142	152	162	161	167	149	173	184	169	167	192	190
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	155	145	144	150	174	173	159	164	171	171	159	186	172
Advertising, Market Research, Public Relations, Media and Entertainment	149	157	159	157	173	165	142	156	165	152	152	161	146

## Annexure: Functional Area Data\*

Functions	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Software, Hardware, Telecom	210	196	203	203	230	243	217	236	248	229	220	216	230
Finance & Accounts	243	269	264	262	286	276	244	269	272	262	251	274	255
Sales & Business Development	125	145	140	143	152	156	125	127	127	120	111	107	108
Customer Service	211	215	242	215	224	237	215	237	243	211	221	235	225
Marketing & Communications	163	171	169	169	184	193	162	188	192	173	171	181	169
HR & Admin	207	241	185	164	181	182	156	181	184	162	151	168	157
Engineering /Production, Real Estate	87	90	87	88	91	91	89	96	99	96	96	104	96
Hospitality Roles	76	78	79	82	80	86	74	78	77	78	79	82	76
Medical Roles	137	126	125	143	149	151	131	146	149	145	135	144	135
Purchase/ Logistics/ Supply Chain	155	146	149	156	181	194	133	176	183	187	169	196	183

**Thank you**

