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Insights Tracker

Hiring Trends in Philippines

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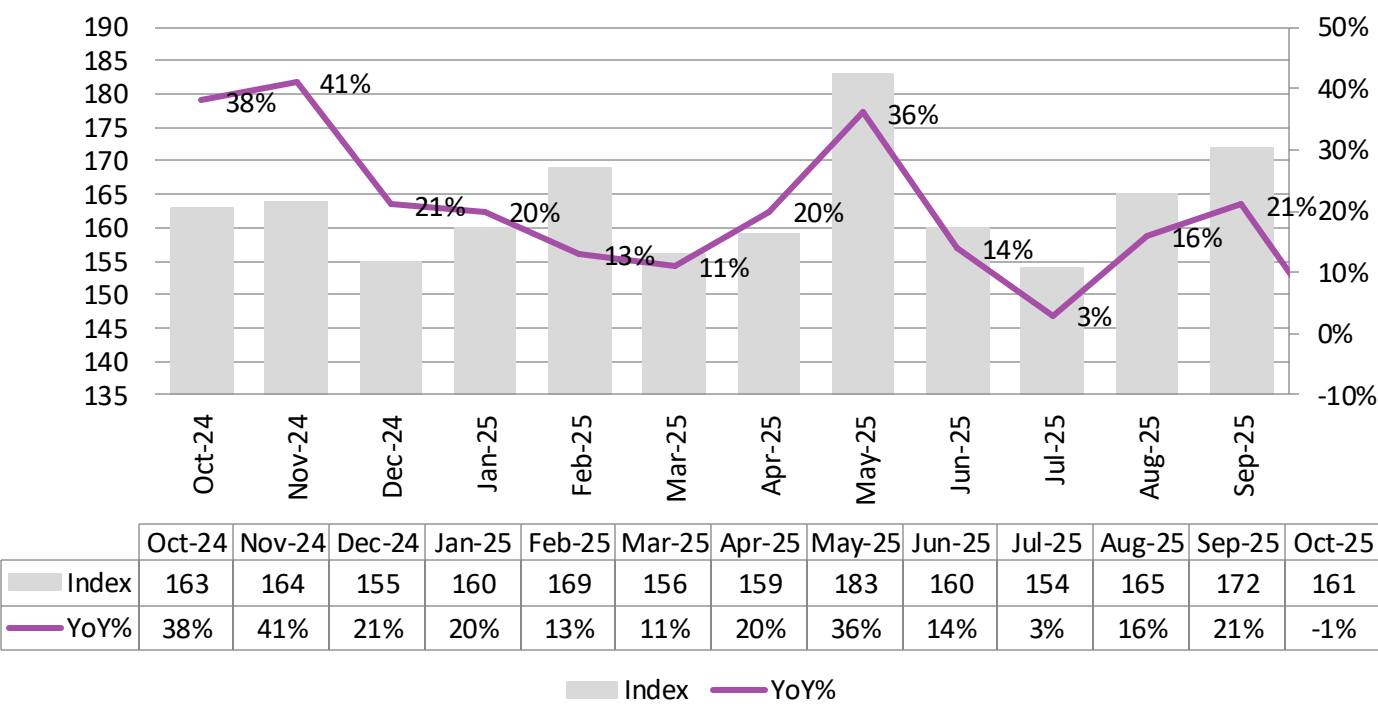PR@foundit.ai

Contents

Key Highlights of the Month

Philippines saw a 1% decline in employment activity in October 2025

✅ Recruitment activity in October 2025 fell to **161** on the foundit Insights Tracker, down from **163** a year earlier, a **1% decline**, driven by with some sectors like IT/Telecom and Education continuing to soften pulling down overall demand.

✅ Hiring in the Philippines fell to 161 in October from 172 in September, reflecting weaker-than-expected seasonal hiring, as recent natural disasters weighed on consumer demand and disrupted labor supply.

✅ Over the past 3-month period, hiring in the Philippines declined by 2%, and over 6 months it dropped more sharply by 12%. This weakening trend reflects **cautious employer sentiment amid muted consumption,** the lingering economic effects of natural disasters have weakened household spending, while the September unemployment rate ticked up to 3.8%, signalling labour market fragility.

foundit Insights Tracker

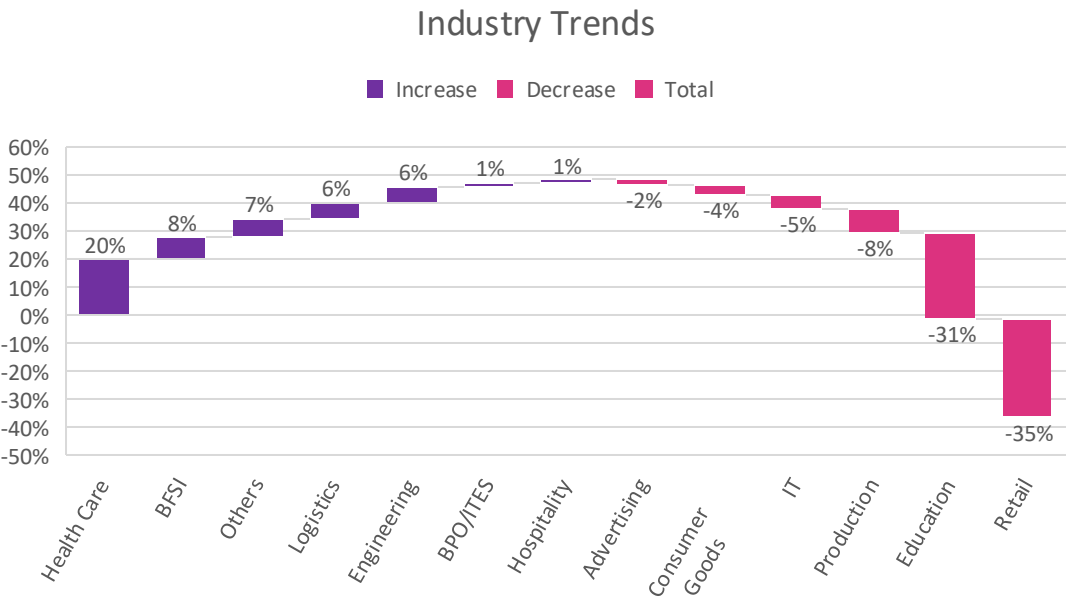|	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Index	163	164	155	160	169	156	159	183	160	154	165	172	161
YoY%	38%	41%	21%	20%	13%	11%	20%	36%	14%	3%	16%	21%	-1%

Index   YoY%

Hiring Trends – Industry*

Hiring gained momentum annually in 7 of the 12 monitored industries in the month of October'25

✅ In October 2025, the strongest hiring came from **Health Care (+20%)**, **BFSI (+8%)**, and **Engineering, Construction & Real Estate (+6%)**. Health care continues to expand due to ongoing investments in medical services and health-tech. BFSI hiring remains strong as banks and fintech companies scale digital operations and risk functions. Engineering and real estate growth is supported by sustained infrastructure and construction activity across the country.

✅ The weakest sectors were **Retail (–35%)**, **Education (–31%)**, and **Production/Manufacturing (–8%)**. Retail hiring dropped sharply as companies tightened budgets amid softer consumer spending. Education continues to face reductions due to institutional restructuring and cautious hiring in academic and training roles. Manufacturing slowed as firms adjusted capacity in response to muted demand and a conservative outlook.
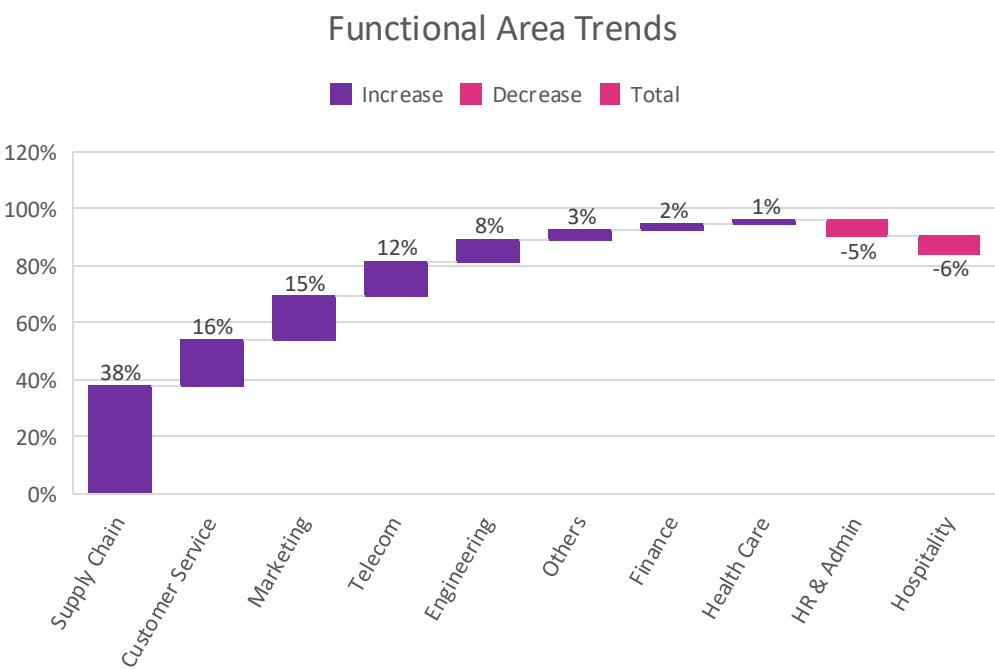
✅ Other sectors were mixed: **Logistics (+6%)** remained steady with supply-chain and e-commerce activity; **BPO/ITES (+1%)** stayed stable; **Hospitality (+1%)** showed marginal growth; **IT/Telecom (–5%)**, **FMCG/Consumer Goods (–4%)**, and **Advertising/Media (–2%)** saw moderate declines; while the **Others** category posted a healthy **+7%**.

Industry Trends

Legend: ■ Increase ■ Decrease ■ Total

Values shown: Health Care 20%, BFSI 8%, Others 7%, Logistics 6%, Engineering 6%, BPO/ITES 1%, Hospitality 1%, Advertising -2%, Consumer Goods -4%, IT -5%, Production -8%, Education -31%, Retail -35%

Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 8 out of 10 functional areas observed by the tracker

✅ In October 2025, the top-performing functions were **Marketing & Communications (+8%)**, **Customer Service (+7%)**, and **Purchase/Logistics/Supply Chain (+7%)**. Marketing hiring rose as companies increased activity around product rollouts and customer engagement. Customer Service demand remained steady, supported by BPO expansions. Supply chain roles grew as firms focused on distribution efficiency and inventory stability.

✅ The weakest functions were **Sales & Business Development (–32%)**, **HR & Admin (–16%)**, and **Health Care (–9%)**. Sales hiring dropped due to softer demand and tighter revenue pipelines. HR & Admin saw cuts as companies streamlined support functions. Health Care hiring dipped with organisations moderating non-critical and support-staff additions.

✅ Among the remaining roles, **Software/Hardware/Telecom (+6%)** and **Engineering/Production/Real Estate (+3%)** showed modest growth, reflecting ongoing tech and infrastructure requirements. **Finance & Accounts (–4%)**, **Hospitality & Travel (–6%)**, and **Others (–6%)** recorded declines amid cost controls and selective hiring.

Functional Area Trends

Legend: ■ Increase ■ Decrease ■ Total

Supply Chain: 38%
Customer Service: 16%
Marketing: 15%
Telecom: 12%
Engineering: 8%
Others: 3%
Finance: 2%
Health Care: 1%
HR & Admin: -5%
Hospitality: -6%

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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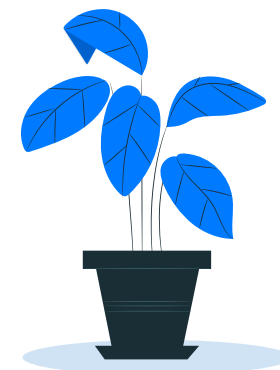
About foundit.in APAC & Middle East

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

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Annexure: Industry Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
BPO/ITES	283	305	289	300	310	264	279	299	270	259	274	315	287
IT, Telecom/ISP	161	167	141	147	151	141	144	161	148	147	149	153	153
BFSI	242	247	227	251	260	247	251	288	249	249	252	255	261
Engineering, Construction and Real Estate	89	87	84	91	94	92	91	97	92	92	92	94	94
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	83	85	83	83	84	83	84	86	83	83	81	81	80
Production/Manufacturing, Automotive and Ancillary	106	107	94	99	101	99	99	103	98	98	99	101	97
Retail	315	290	181	197	209	200	199	216	198	206	202	204	205
Hospitality & Travel	101	114	98	111	110	104	106	121	102	94	107	110	102
Education	107	131	113	122	130	86	90	87	81	85	76	79	74
Health Care	161	167	149	173	184	169	167	192	190	191	193	207	193
Logistic, Courier/ Freight/ Transportation, Import/Export, Shipping	174	173	159	164	171	171	159	186	172	172	171	183	184
Advertising, Market Research, Public Relations, Media and Entertainment	173	165	142	156	165	152	152	161	146	146	152	154	170

Annexure: Functional Area Data*

Functions	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Software, Hardware, Telecom	230	243	217	236	248	229	220	216	230	222	226	228	243
Finance & Accounts	286	276	244	269	272	262	251	274	255	254	263	268	274
Sales & Business Development	152	156	125	127	127	120	111	107	108	106	109	105	103
Customer Service	224	237	215	237	243	211	221	235	225	229	229	249	240
Marketing & Communications	184	193	162	188	192	173	171	181	169	174	183	195	198
HR & Admin	181	182	156	181	184	162	151	168	157	159	151	155	152
Engineering /Production, Real Estate	91	91	89	96	99	96	96	104	96	92	93	95	94
Hospitality Roles	80	86	74	78	77	78	79	82	76	76	76	77	75
Medical Roles	149	151	131	146	149	145	135	144	135	129	135	145	136
Purchase/ Logistics/ Supply Chain	181	194	133	176	183	187	169	196	183	183	193	215	194

Thank you

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