

# foundit Insights Tracker

July 2025

## Hiring Trends in Singapore

For any additional or custom insights, kindly email on  
[PR@foundit.ai](mailto:PR@foundit.ai)



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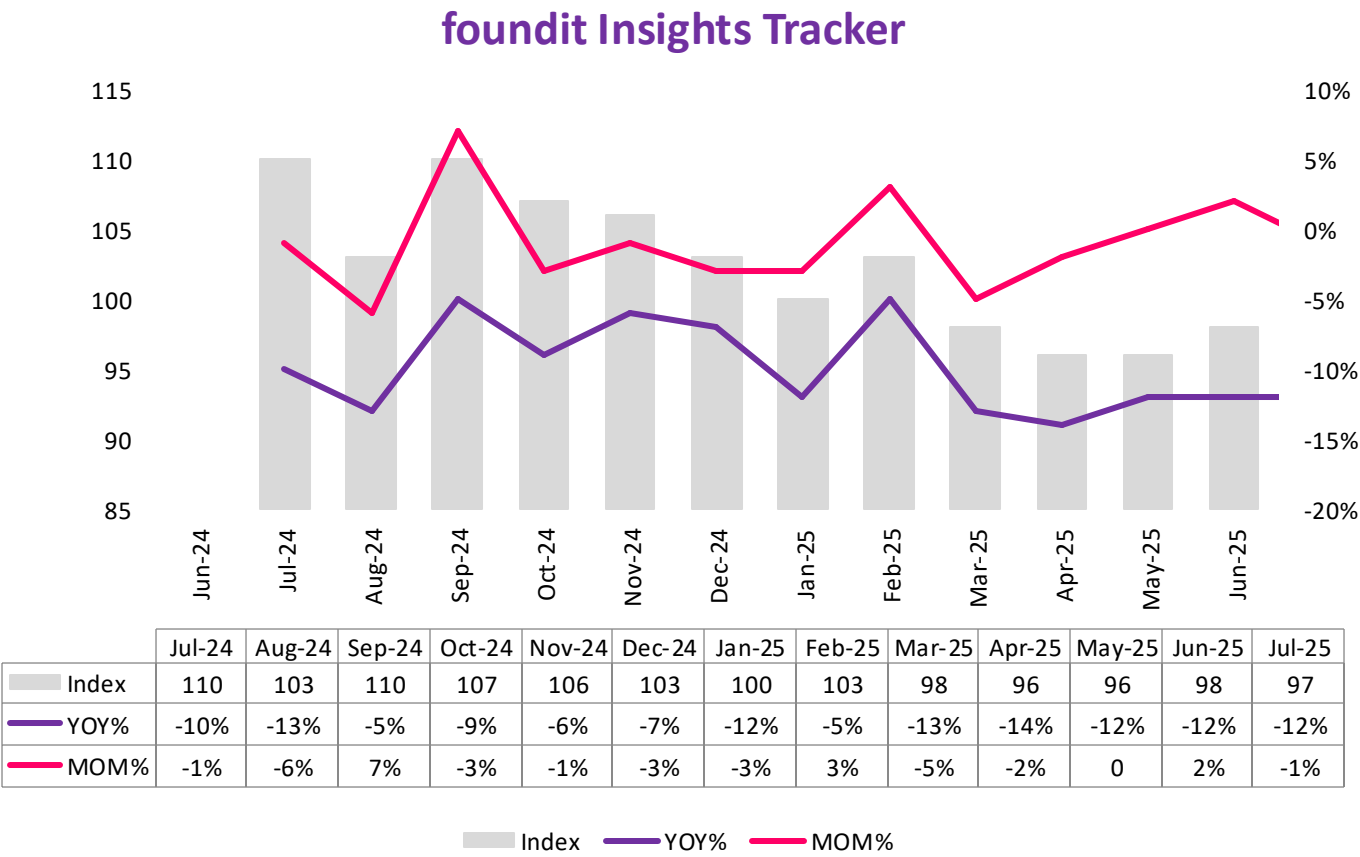
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# Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 12% annual decline in hiring activity in July'25.

- ✓ The foundit Insights Tracker (fit) revealed a 12% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 110 in July 2024 to 97 in July 2025. This dip highlights a continued sense of caution among employers, as they navigate an evolving economic landscape and adopt a more measured approach to workforce expansion.
- ✓ However, hiring activity dipped marginally by 1% in July 2025 over the last month, with the index easing from 98 to 97.
- ✓ Singapore's hiring environment in July 2025 shows tentative signs of short-term stabilization, with the index rising by nearly +1% over the past three months. This modest rebound is underpinned by strong demand in technical sectors such as engineering. However, over the past six months, hiring remains overall softer, with a –6% pipeline decline reflecting the lingering effects of subdued employment growth and cautious employer sentiment amid global economic uncertainties



# Hiring Trends – Industry\*

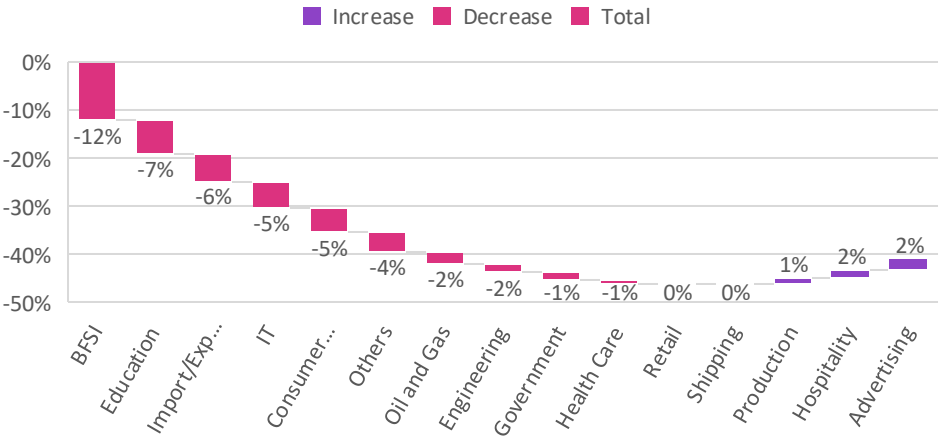
5 of the 15 industry sectors monitored by the tracker marked increase in hiring demand over the last month.

✓ Singapore’s hiring momentum in July reflected cautious but positive trends across select industries. **Hospitality & Travel** registered a **2%** growth, supported by steady visitor inflows and a robust calendar of events sustaining talent demand. Similarly, **Advertising, Market Research, PR, and Media** also rose by **2%**, though gains were largely driven by selective hiring in creative and content-focused roles. Meanwhile, **Production and Manufacturing** posted a modest **1%** uptick, as stabilisation in the electronics cycle encouraged incremental backfills rather than large-scale expansion. Overall, the gains highlight measured optimism with hiring driven by sector-specific demand factors.

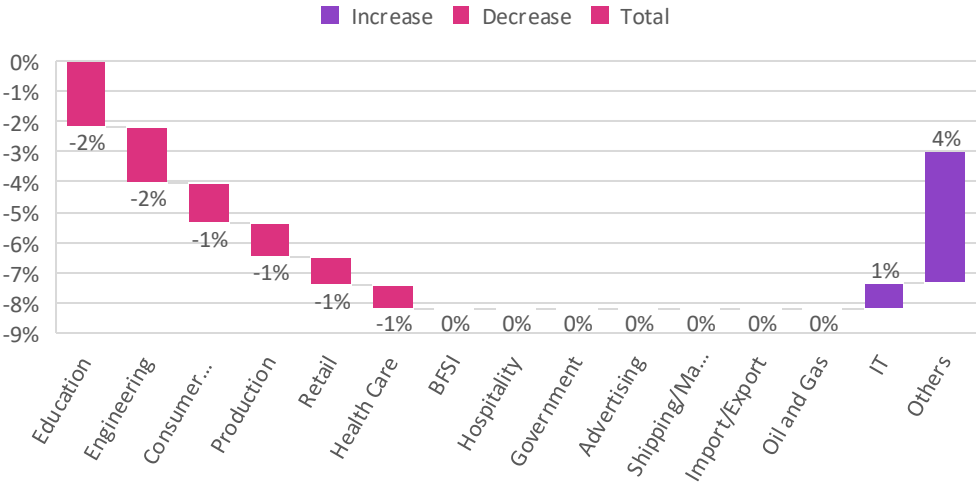
✓ Conversely, **BFSI** sector fell sharply by **-12%**, as firms continued to adopt a cautious stance amid global economic uncertainty and tighter cost controls. **Education** also saw a **-7%** decline, reflecting budget constraints and slower expansion in institutional hiring. **Import/Export** dropped by **-6%**, with export sensitivity to global demand fluctuations and ongoing budget reviews weighing on expansion plans.

✓ Additionally, hiring slowed across **IT** (**-5%**), **Consumer Goods** (**-5%**), **Others** (**-4%**), **Oil & Gas** (**-2%**), **Engineering** (**-2%**), **Government** (**-1%**), and **Health Care** (**-1%**), reflecting cost controls and cautious expansion. **Retail** (**0%**) and **Shipping** (**0%**) held steady, while **Production** (**+1%**) saw a slight lift from electronics recovery.

YoY Industry Trends



MoM Industry Trends

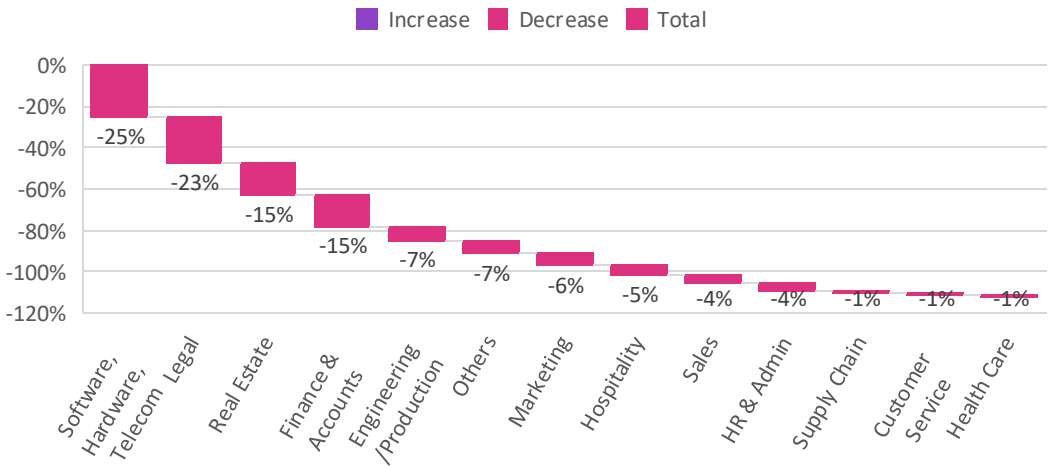


# Hiring Trends - Functional Area\*

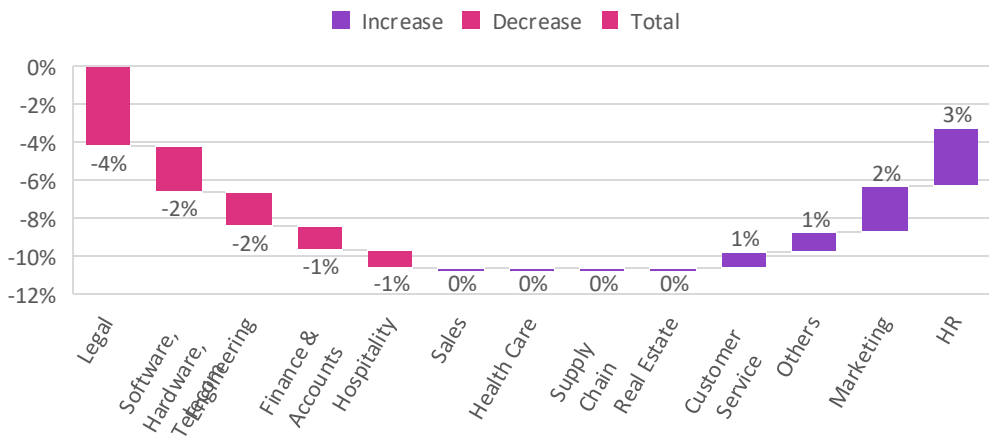
## All job functions record decline in Singapore hiring in July 2025

- ✓ In July, the top-performing functions were **Supply Chain (–1%)**, **Customer Service (–1%)**, and **Health Care (–1%)**, which saw only marginal declines. These areas demonstrated resilience as businesses continued to prioritise logistics stability, customer experience, and essential healthcare services. Their relatively steady demand highlights the importance of these roles in maintaining continuity and addressing everyday operational needs despite broader market caution.
- ✓ In contrast, the steepest declines were observed in **Software, Hardware & Telecom (–25%)**, **Legal (–23%)**, and **Real Estate (–15%)**. Technology roles were most impacted as companies reduced large-scale tech hiring in favour of automation and efficiency. Legal positions contracted significantly due to cost-cutting and fewer new projects, while Real Estate hiring weakened amid slower property market activity and tighter financing conditions.
- ✓ The remaining functions faced moderate contractions, reflecting selective hiring and tighter workforce planning. **Finance & Accounts (–15%)** and **Engineering/Production (–7%)** were impacted by budgetary reviews and productivity-focused measures. **Others (–7%)** and **Marketing (–6%)** contracted as firms streamlined discretionary roles. **Hospitality (–5%)**, **Sales (–4%)**, and **HR & Admin (–4%)** also corrected, signalling a cautious approach by employers across both customer-facing and support functions.

YoY Function Trends



MoM Function 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 March 2011; Philippines and Malaysia in May 2015 with data collected since March 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.

For any additional or custom insights, kindly email on [PR@foundit.ai](mailto:PR@foundit.ai)



# About foundit.in APAC & Middle East

foundit.sg, formerly Monster, is a leading jobs & foundit, formerly Monster (APAC & ME) is Asia's leading jobs & talent platform offering comprehensive employment solutions to recruiters and job seekers across APAC & ME. In addition to a powerful AI-powered job search, foundit offers e-learning, assessments, and services related to resume creation, interview preparation, and professional networking. Since its inception, the company has assisted over 120 million job seekers across 18 countries in connecting them with the right job opportunities and upskilling. foundit is now also the Official Talent Partner of the Badminton World Federation across 20 key world tour events.

Over the last two decades, the company has been a leader in the world of recruitment solutions and has launched a cutting-edge solution to give recruiters access to passive candidates in addition to active ones. With the use of advanced technology, foundit is seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies.

Today, foundit 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 offer precision hiring. Additionally, foundit has been recognised as a Great Place To Work, reflecting its dedication to fostering a supportive and dynamic work

**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	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
IT, Telecom/ISP and BPO/ITES	129	128	129	131	128	122	122	124	120	117	118	121	122
BFSI	131	128	125	119	114	109	113	115	114	111	112	115	115
Health Care	128	126	127	123	124	123	121	123	124	122	126	128	127
Hospitality & Travel	117	115	116	113	112	114	115	117	114	110	112	119	119
Government/ PSU/ Defense	70	70	71	70	70	69	69	69	70	69	69	69	69
Education	146	142	147	151	152	146	145	155	149	142	137	139	136
Retail/Trade and Logistics	104	102	105	105	102	101	101	106	101	100	101	105	104
Engineering, Construction and Real Estate	107	104	104	102	101	99	100	106	102	102	104	107	105
Production/Manufacturing, Automotive and Ancillary	90	88	89	89	88	87	87	91	89	87	90	92	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	77	77	77	76	76	75	75	75	74	74	74	74	73
Advertising, Market Research, Public Relations, Media and Entertainment	88	91	90	89	90	89	90	96	87	89	88	90	90
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	87	86	89	85	86	84	84	84	84	83	82	82	82
Oil and Gas	85	85	85	84	84	84	84	84	84	84	83	83	83

## Annexure: Functional Area Data\*

Functions	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Software, Hardware, Telecom	108	103	106	101	97	82	85	87	82	79	82	83	81
Finance & Accounts	94	92	94	91	88	83	81	81	79	77	80	81	80
Sales & Business Development	104	102	106	105	104	101	98	99	96	94	98	100	100
Customer Service	114	113	114	114	114	118	113	113	112	111	109	112	113
Marketing & Communications	89	88	89	86	86	84	83	84	82	83	83	82	84
HR & Admin	104	101	103	101	100	98	97	98	97	96	98	97	100
Engineering /Production	117	113	116	112	111	108	106	107	105	105	108	111	109
Hospitality Roles	107	104	105	104	104	103	103	103	101	99	97	103	102
Medical Roles	119	118	119	117	117	115	114	115	114	114	117	118	118
Legal	203	205	223	238	238	217	205	207	182	165	164	164	157
Purchase/ Logistics/ Supply Chain	93	92	92	92	91	90	90	90	90	90	89	92	92

**Thank you**

