Insights Tracker

August 2025

Hiring Trends in Singapore

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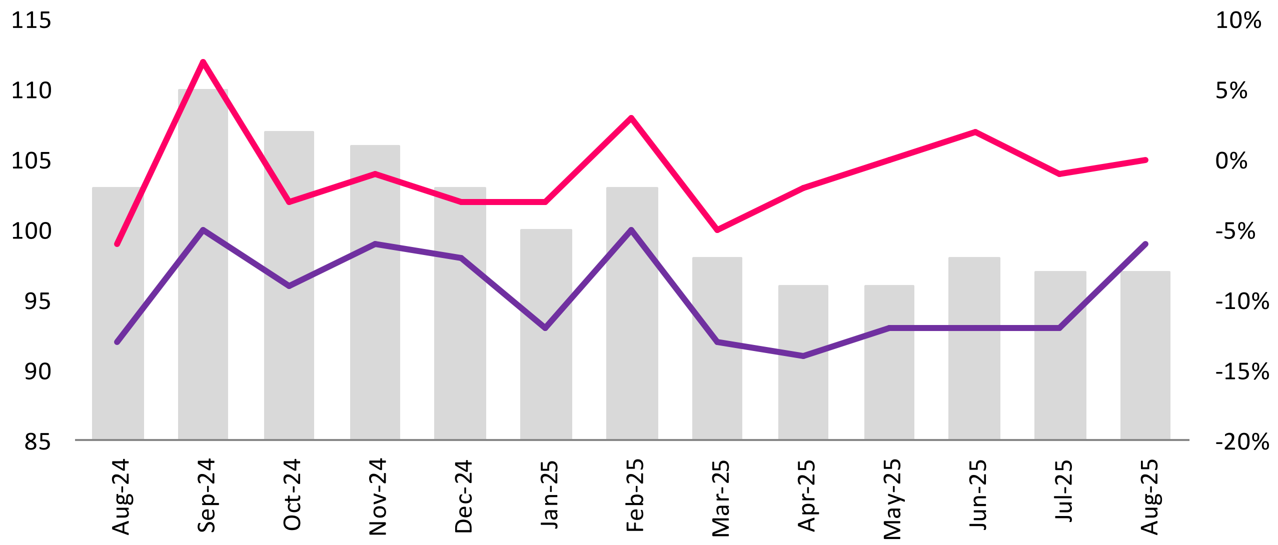
Contents

Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 6% annual decline in hiring activity in August’25.

- The foundit Insights Tracker (fit) revealed a 6% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 103 in August 2024 to 97 in August 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 remained constant 0% in August 2025 over the last month, with the index at 97.
- Singapore’s hiring trend in August 2025 reflected a marginal dip, with the index recording a 1% decline both on a three-month and six-month basis. This indicates a period of subdued recruitment momentum, suggesting that while the overall market remains relatively stable, employers are taking a cautious approach to new hiring amid evolving economic and business conditions.

foundit Insights Tracker



	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Index	103	110	107	106	103	100	103	98	96	96	98	97	97
YoY	-13%	-5%	-9%	-6%	-7%	-12%	-5%	-13%	-14%	-12%	-12%	-12%	-6%
MoM	-6%	7%	-3%	-1%	-3%	-3%	3%	-5%	-2%	0	2%	-1%	0

Index YoY MoM

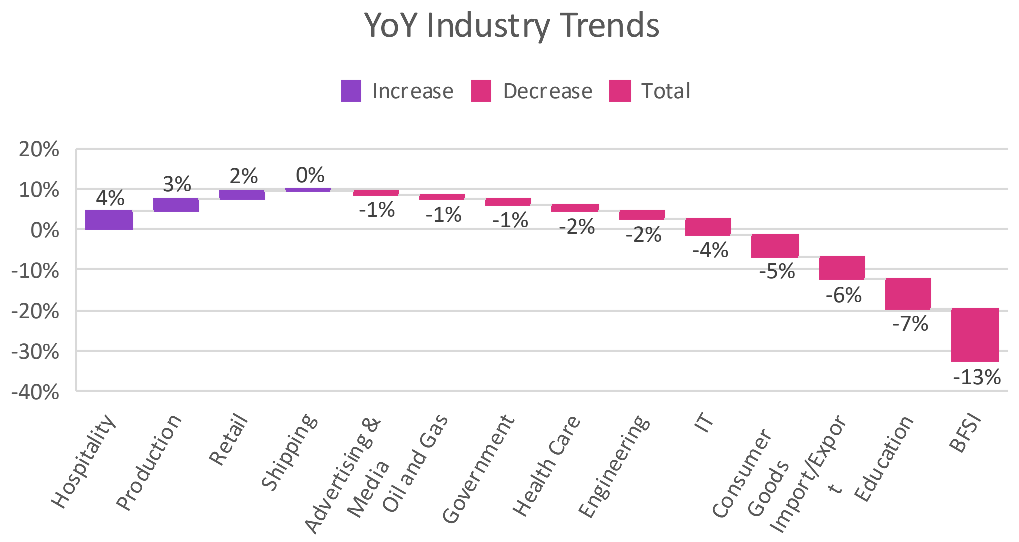
Hiring Trends – Industry*

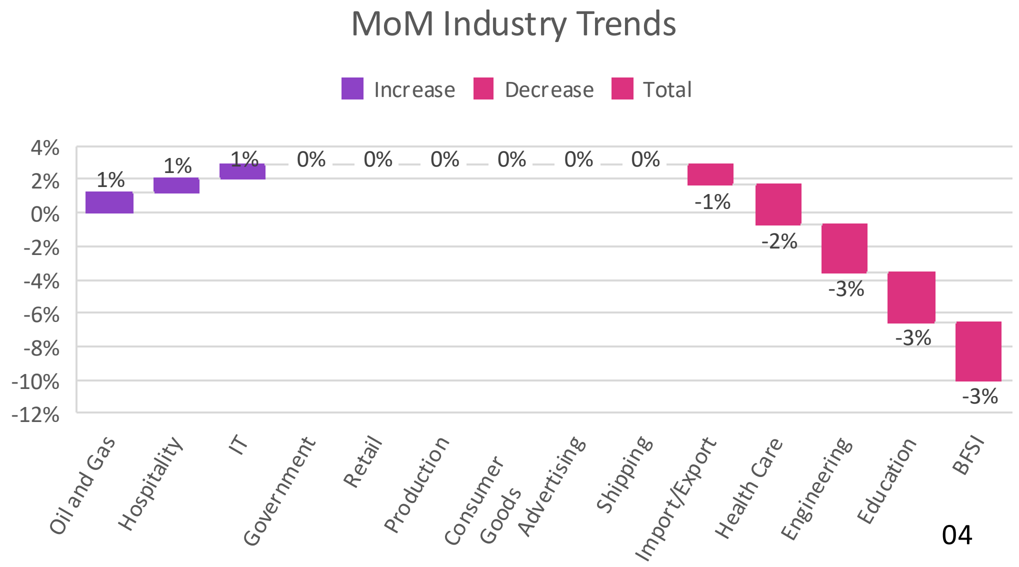
9 of the 15 industry sectors monitored by the tracker marked increase in hiring demand over the last month.

- In August 2025, **Hospitality (+4%), Production (+3%), and Retail (+2%)** were the strongest performers. Hospitality hiring was boosted by a rebound in international travel, large-scale events, and higher tourism spending. Production benefited from manufacturing demand and companies building inventory amid supply chain uncertainties. Retail saw modest gains as domestic consumption remained steady, with growth in luxury, lifestyle, and omnichannel formats supporting recruitment.

- At the lower end, **BFSI (-13%) and Education (-7%)** recorded the steepest declines. BFSI hiring contracted as firms consolidated operations, leaned on automation, and slowed expansion due to weak investment demand and tighter regulatory conditions. Education saw reduced demand for full-time roles as institutions faced lower enrolments, budget tightening, and a continued shift toward digital and contractual learning models.

- The rest showed mixed performance: **Shipping (0%)** remained flat, while hiring dipped slightly in **Advertising, Oil & Gas,** and **Government** sectors**. Healthcare (-2%)** and **Engineering (-2%)** reflected cost containment and slower project pipelines. **IT (-4%)** saw corrections after earlier heavy hiring, with firms optimising through automation. **Consumer Goods (-5%)** and **Import/Export (-6%)** were pressured by weaker trade flows and higher costs. Overall, the market signals selective growth in consumer-facing industries but broad caution elsewhere.





 * All figures represent percentage change between Aug'24 and Aug'25

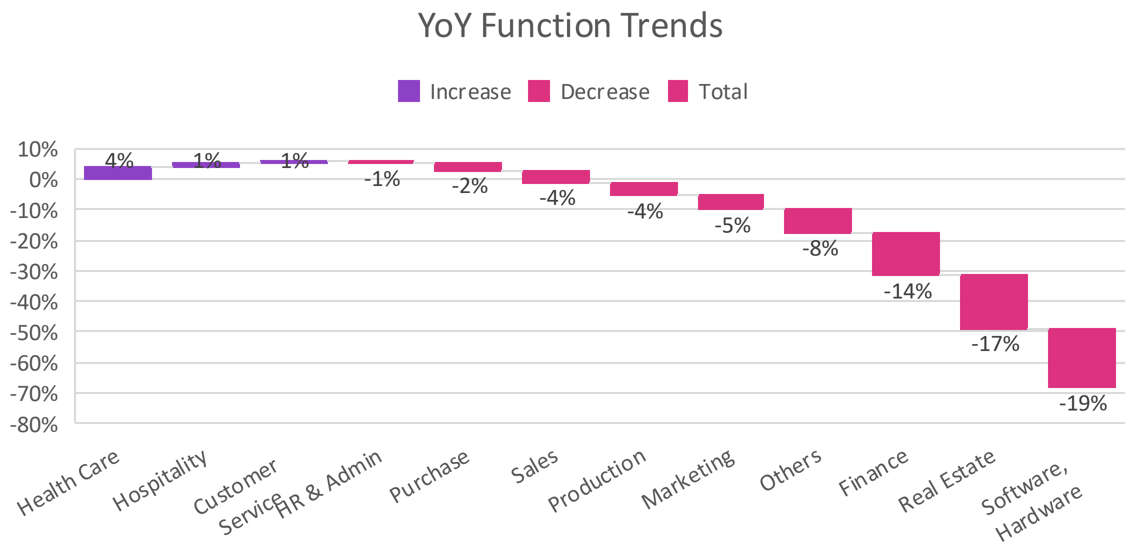
Hiring Trends - Functional Area*

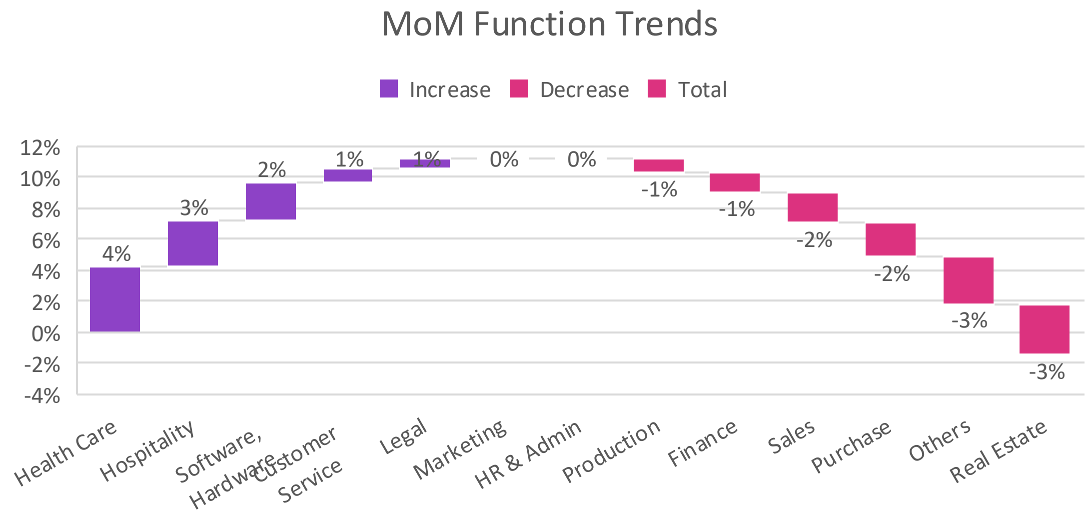
10 out of 13 job functions record decline in Singapore hiring annually in August 2025

In August 2025, **Health Care (+4%)**, **Hospitality & Travel (+1%)**, and **Customer Service (+1%)** roles led hiring. Health Care grew with continued investment in medical infrastructure and health tech, while Hospitality & Travel benefitted from tourism and business travel recovery. Customer Service hiring rose as firms prioritised digital support and multilingual engagement to strengthen client experience.

The hiring demand was weakest in **Software, Hardware & Telecom (-19%)** and **Legal (-23%)**. Tech roles contracted due to global hiring corrections, delayed projects, and overcapacity in certain skill areas. Legal demand dropped sharply as cost-conscious firms reduced staffing for transactional and advisory work amid slower deal activity.

Other functions showed mixed but generally weak demand: **HR & Admin (-1%), Purchase/Logistics (-2%), Sales & Business Development (-4%), Engineering/Production (-4%), Marketing & Communications (-5%), Others (-8%), Finance & Accounts (-14%),** and **Real Estate (-17%).** Most reflect cost-cutting, automation, softer consumer demand, and cautious expansion, with only limited hiring in essential or growth-linked roles.





* All figures represent percentage change between Aug'24 and Aug'25

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.

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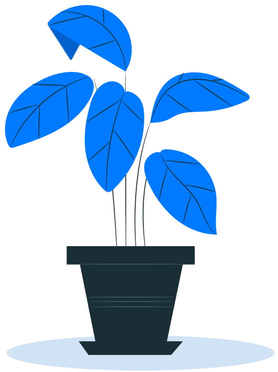

About foundit.in APAC & Middle East

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:

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Annexure

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Annexure: Industry Data*

Industries	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
IT, Telecom/ISP and BPO/ITES	128	129	131	128	122	122	124	120	117	118	121	122	123
BFSI	128	125	119	114	109	113	115	114	111	112	115	115	111
Health Care	126	127	123	124	123	121	123	124	122	126	128	127	124
Hospitality & Travel	115	116	113	112	114	115	117	114	110	112	119	119	120
Government/ PSU/ Defense	70	71	70	70	69	69	69	70	69	69	69	69	69
Education	142	147	151	152	146	145	155	149	142	137	139	136	132
Retail/Trade and Logistics	102	105	105	102	101	101	106	101	100	101	105	104	104
Engineering, Construction and Real Estate	104	104	102	101	99	100	106	102	102	104	107	105	102
Production/Manufacturing, Automotive and Ancillary	88	89	89	88	87	87	91	89	87	90	92	91	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	77	77	76	76	75	75	75	74	74	74	74	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	91	90	89	90	89	90	96	87	89	88	90	90	90
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	86	89	85	86	84	84	84	84	83	82	82	82	81
Oil and Gas	85	85	84	84	84	84	84	84	84	83	83	83	84

* Represents Index figures

Annexure: Functional Area Data*

Functions	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Software, Hardware, Telecom	103	106	101	97	82	85	87	82	79	82	83	81	83
Finance & Accounts	92	94	91	88	83	81	81	79	77	80	81	80	79
Sales & Business Development	102	106	105	104	101	98	99	96	94	98	100	100	98
Customer Service	113	114	114	114	118	113	113	112	111	109	112	113	114
Marketing & Communications	88	89	86	86	84	83	84	82	83	83	82	84	84
HR & Admin	101	103	101	100	98	97	98	97	96	98	97	100	100
Engineering /Production	113	116	112	111	108	106	107	105	105	108	111	109	108
Hospitality Roles	104	105	104	104	103	103	103	101	99	97	103	102	105
Medical Roles	118	119	117	117	115	114	115	114	114	117	118	118	123
Legal	205	223	238	238	217	205	207	182	165	164	164	157	158
Purchase/ Logistics/ Supply Chain	92	92	92	91	90	90	90	90	90	89	92	92	90

* Represents Index figures

Thank you

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