Insights Tracker

September 2025

Hiring Trends in Singapore

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Contents

Key Highlights of the Month

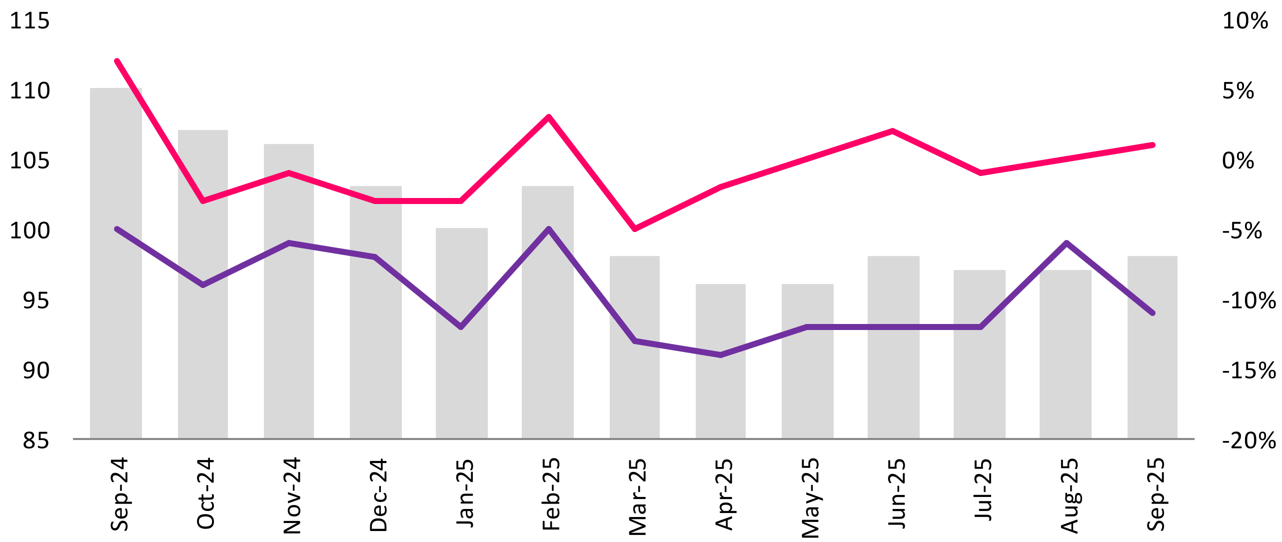
foundit Insights Tracker in Singapore recorded a 11% annual decline in hiring activity in September’25

- The foundit Insights Tracker (fit) revealed a 11% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 110 in September 2024 to 98 in September 2025. This downturn reflects the broader economic moderation seen across key export-dependent sectors. Slower global demand and cautious corporate spending have led firms to delay new hires and focus on workforce optimisation rather than expansion.

- However, hiring activity increased slightly to 1% in September 2025 over the last month, with the index at 98.

- Singapore’s hiring growth showed modest gains, rising 1% over three months and 2% over six months, signalling a cautious recovery in the job market. The uptick reflects steady domestic demand and renewed business confidence following a period of global uncertainty. However, employers remain selective, prioritising critical roles in digital, finance, and sustainability-related functions while holding back on large-scale expansions amid muted export performance and cost pressures.

foundit Insights Tracker



	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25
Index	110	107	106	103	100	103	98	96	96	98	97	97	98
YoY	-5%	-9%	-6%	-7%	-12%	-5%	-13%	-14%	-12%	-12%	-12%	-6%	-11%
MoM	7%	-3%	-1%	-3%	-3%	3%	-5%	-2%	0	2%	-1%	0	1%

Index YoY MoM

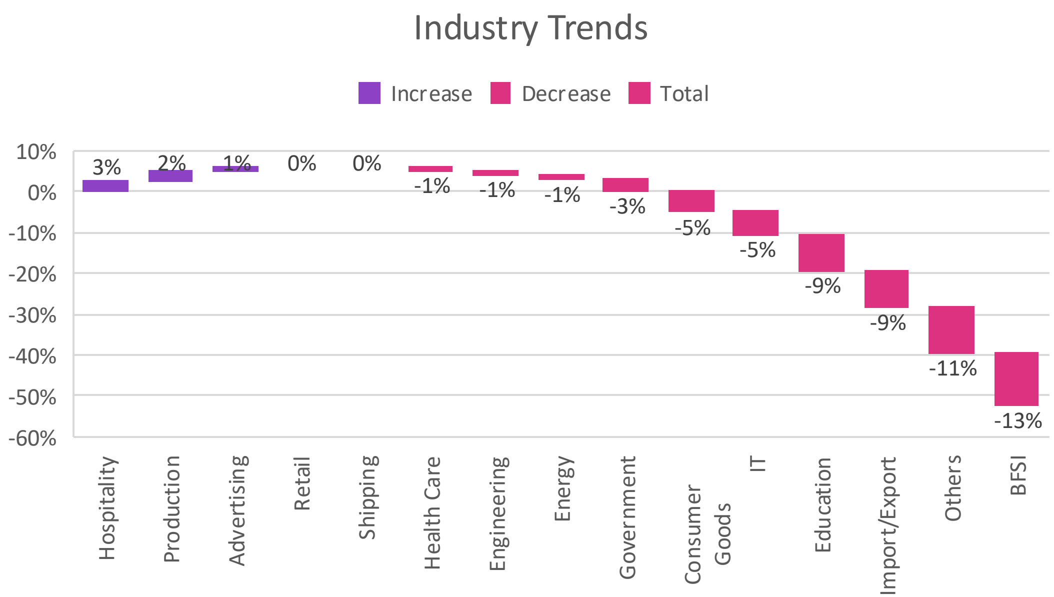
Hiring Trends – Industry*

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

- In September 2025, hiring in Singapore rose in **Hospitality (+3%)**, **Production/Manufacturing, Automotive & Ancillary (+2%)**, and **Advertising, Market Research, PR, Media & Entertainment (+1%)**. Growth in hospitality was supported by steady tourism and events activity, while manufacturing benefited from renewed supply chain investments and automation initiatives. Advertising and media hiring improved slightly as firms resumed campaign spending in the second half of the year.

- The steepest declines were seen in **BFSI (-13%)** and **Education/Import-Export (-9%)**. BFSI hiring contracted due to weak loan growth and global banking slowdowns, while education and trade sectors faced lower demand linked to funding constraints and subdued regional trade flows.

- Other industries showed marginal or flat movements. **Retail/Trade and Logistics** and **Shipping/Marine** remained stable (0%), while **Healthcare**, **Engineering/Construction/Real Estate**, and **Oil & Gas** declined slightly (-1%) amid cost pressures and delayed projects. **Government/PSU/Defence** fell (-3%) due to tighter public budgets, and **Consumer Goods/FMCG (-5%)** and **IT/Telecom/BPO (-5%)** reflected slower consumer demand and ongoing tech sector hiring freezes.



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

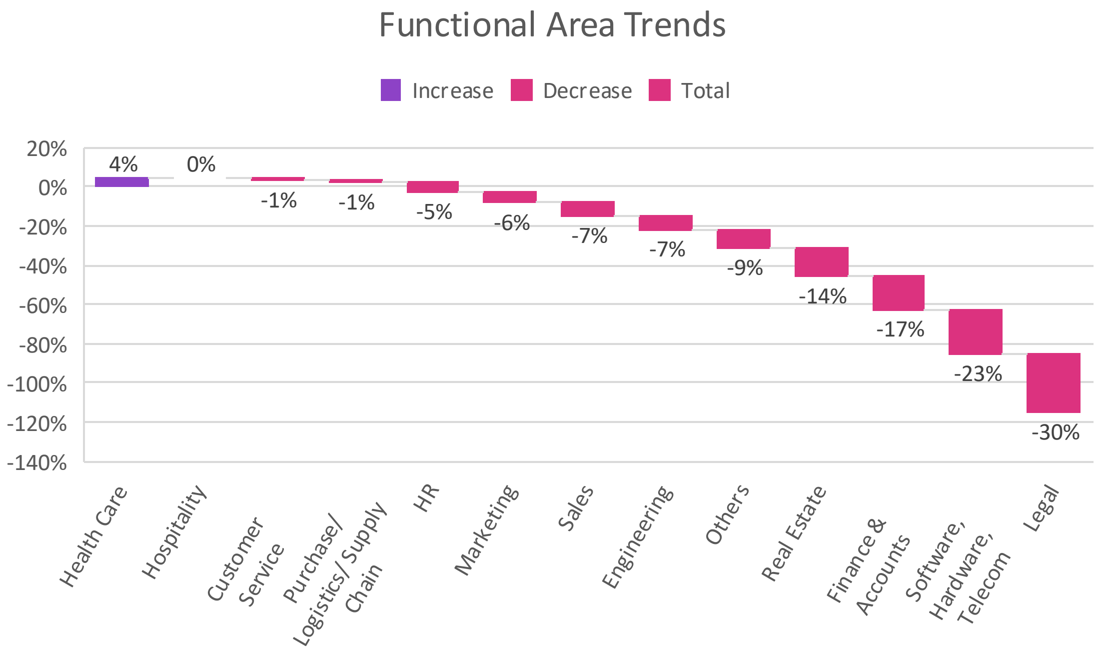
Hiring Trends - Functional Area*

2 out of 13 job functions record a decline in Singapore hiring annually in September 2025

In September 2025, hiring demand in Singapore rose in **Healthcare (+4%)**, while **Hospitality & Travel (0%)** remained stable and **Customer Service (–1%)** saw a marginal decline. Health care hiring was supported by continued demand for medical and eldercare professionals, and steady investment in digital health. Hospitality held firm with consistent tourism activity, while customer service eased slightly due to automation in routine functions.

The sharpest declines were seen in **Software, Hardware & Telecom (–23%)** and **Legal (–30%)**. Technology hiring contracted as companies reduced new project investments and implemented workforce rationalisation. Legal hiring dropped due to lower transactional activity and increasing reliance on outsourced services.

Other functions showed moderate contraction. **Purchase/Logistics/Supply Chain (–1%)** stayed stable with controlled trade flows, while **HR & Admin (–5%)**, **Marketing & Communications (–6%)**, and **Sales & Business Development (–7%)** reflected tighter budgets and restrained expansion. **Engineering/Production (–7%)** declined in line with slower manufacturing output. **Real Estate (–14%)** and **Finance & Accounts (–17%)** weakened due to a subdued property market and automation in financial processes. **Others (–9%)** captured general functional slowdowns across non-core roles.



 * All figures represent percentage change between Sept’24 and Sept’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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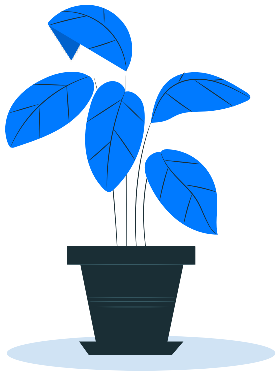

About foundit.in APAC & Middle East

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

Annexure: Industry Data*

Industries	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25
IT, Telecom/ISP and BPO/ITES	129	131	128	122	122	124	120	117	118	121	122	123	122
BFSI	125	119	114	109	113	115	114	111	112	115	115	111	109
Health Care	127	123	124	123	121	123	124	122	126	128	127	124	126
Hospitality & Travel	116	113	112	114	115	117	114	110	112	119	119	120	119
Government/ PSU/ Defense	71	70	70	69	69	69	70	69	69	69	69	69	69
Education	147	151	152	146	145	155	149	142	137	139	136	132	134
Retail/Trade and Logistics	105	105	102	101	101	106	101	100	101	105	104	104	105
Engineering, Construction and Real Estate	104	102	101	99	100	106	102	102	104	107	105	102	103
Production/Manufacturing, Automotive and Ancillary	89	89	88	87	87	91	89	87	90	92	91	91	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	77	76	76	75	75	75	74	74	74	74	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	90	89	90	89	90	96	87	89	88	90	90	90	91
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	89	85	86	84	84	84	84	83	82	82	82	81	81
Oil and Gas	85	84	84	84	84	84	84	84	83	83	83	84	84

* Represents Index figures

Annexure: Functional Area Data*

Functions	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25
Software, Hardware, Telecom	106	101	97	82	85	87	82	79	82	83	81	83	82
Finance & Accounts	94	91	88	83	81	81	79	77	80	81	80	79	78
Sales & Business Development	106	105	104	101	98	99	96	94	98	100	100	98	99
Customer Service	114	114	114	118	113	113	112	111	109	112	113	114	113
Marketing & Communications	89	86	86	84	83	84	82	83	83	82	84	84	84
HR & Admin	103	101	100	98	97	98	97	96	98	97	100	100	98
Engineering /Production	116	112	111	108	106	107	105	105	108	111	109	108	108
Hospitality Roles	105	104	104	103	103	103	101	99	97	103	102	105	105
Medical Roles	119	117	117	115	114	115	114	114	117	118	118	123	124
Legal	223	238	238	217	205	207	182	165	164	164	157	158	157
Purchase/ Logistics/ Supply Chain	92	92	91	90	90	90	90	90	89	92	92	90	91

* Represents Index figures

Thank you

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