

foundit Insights Tracker

November 2025

Hiring Trends in Singapore

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PR@foundit.ai



Contents

01 Key Highlights of the Month

Page 3

02 Hiring Trends - Industry

Page 4

03 Hiring Trends - Functional Area

Page 5

04 Data & Methodology

Page 6

05 About foundit APAC & Gulf

Page 7

06 Annexure

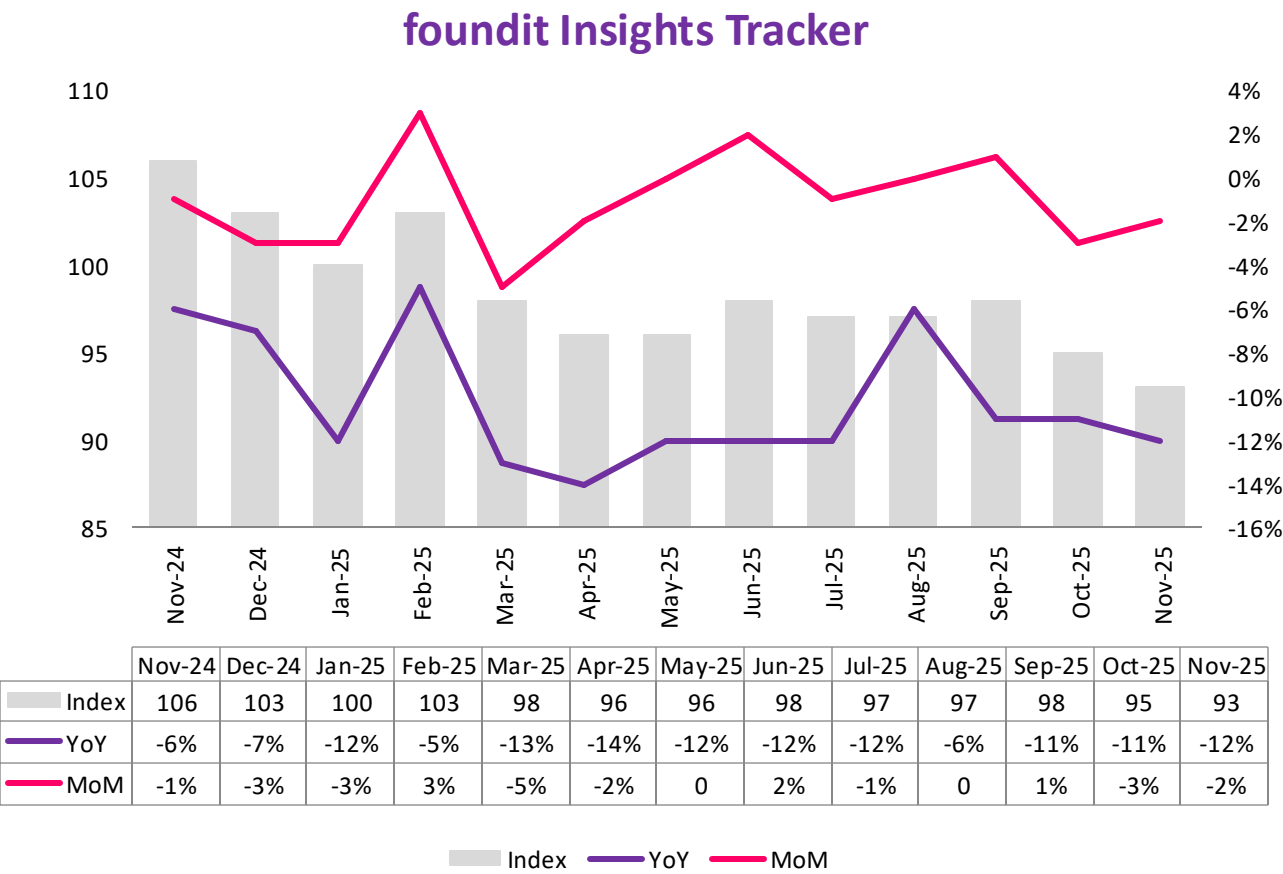
Page 8-10



Key Highlights of the Month

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

- ✓ The foundit Insights Tracker (fit) revealed a **12% year-on-year decline** in e-recruitment activity in Singapore, with the index falling from 106 in November 2024 to 93 in November 2025. The downturn in Singapore's hiring is driven by employer caution amid economic uncertainty, with companies slowing new hiring and focusing on cost control and productivity. Job vacancies and recruitment rates have declined. Additionally, firms are shifting to selective, skill-specific hiring and internal upskilling, reducing the volume of broad e-recruitment postings.
- ✓ Moreover, hiring activity **decreased by 2% in November 2025** over the last month, with the index at 93.
- ✓ The **5% decline over the last 3 and 6 months** reflects short-term hiring caution, with employers pausing or delaying replacement hiring, managing headcount through attrition, and prioritising targeted, role-critical hires amid continued economic uncertainty.



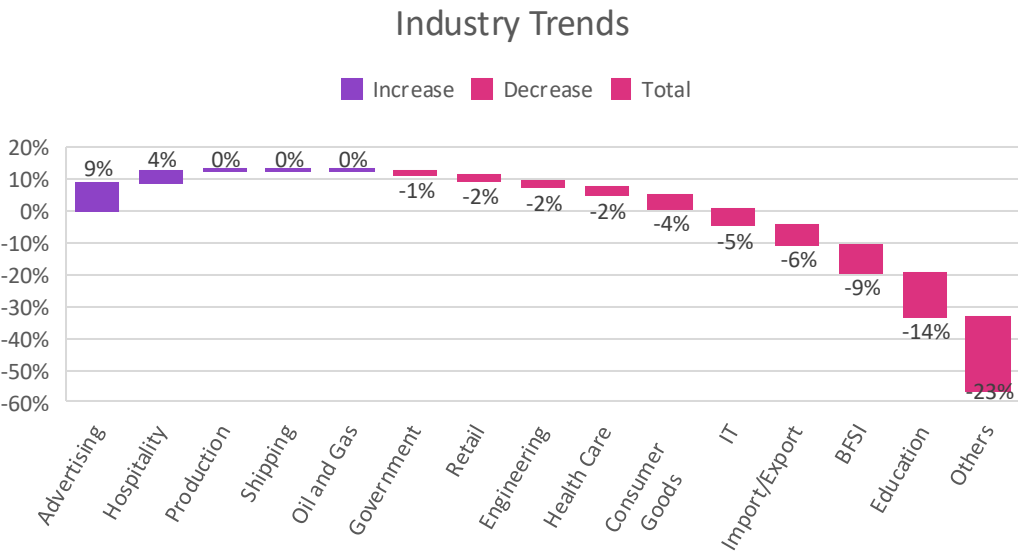
Hiring Trends – Industry*

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

✓ **Advertising, Market Research, PR, Media and Entertainment (+9%)** is growing due to increased hiring in digital marketing, performance media and content roles, driven by e-commerce, fintech and consumer services. **Hospitality (+4%)** is supported by higher tourist arrivals and MICE activity, increasing demand for frontline and operations roles. **Manufacturing (+0%)** remains flat as firms maintain core production roles without capacity expansion.

✓ **Education (-14%)** has declined due to slower enrolments and consolidation of private institutes, leading to hiring freezes. **BFSI (-9%)** is impacted by cost optimisation, automation and post-expansion restructuring, especially in operations and support roles. **IT, Telecom and BPO (-5%)** reflects project delays, lower global tech spending and automation, reducing net new hiring.

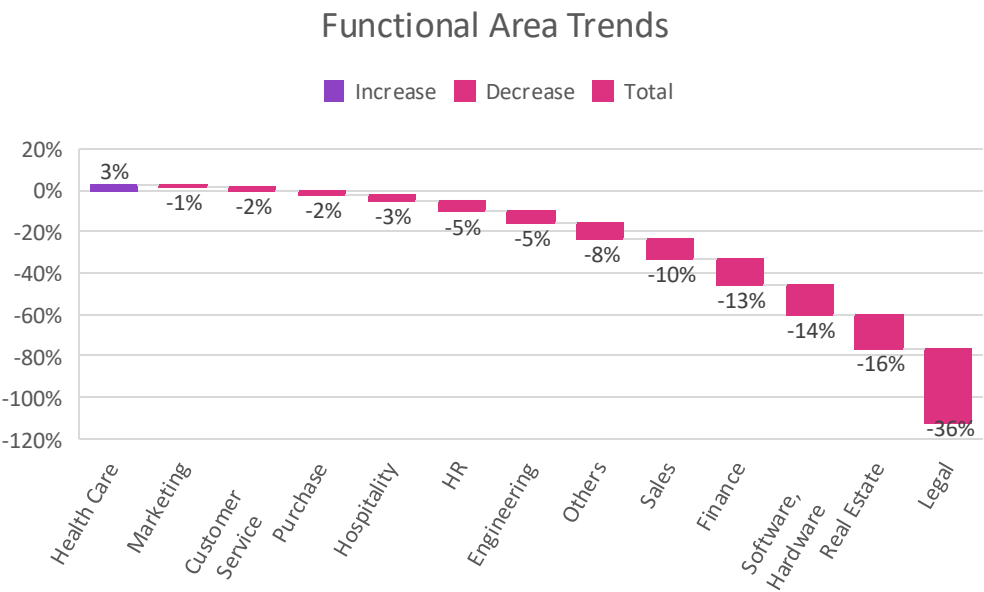
Other sectors show mild declines as hiring is replacement-led rather than growth-led. **Retail, Logistics, Engineering, Healthcare and Government** continue essential hiring, while **Consumer Goods and Import/Export** are affected by weaker consumption and softer trade volumes.



Hiring Trends - Functional Area*

1 out of 13 job functions record a positive growth in Singapore hiring annually in November 2025

- ✓ Healthcare (+3%) is the only function with positive growth because Singapore continues to invest in clinical, diagnostic and support roles to meet **ageing population needs, expanded care services, and ongoing healthcare operations**, keeping demand steady even as broader hiring softens. Recent hiring trackers show healthcare roles consistently outperform many other functions due to this underlying structural demand.
- ✓ At the bottom, **Legal (-36%)** hiring has slumped sharply as corporate and advisory roles contract with fewer new mandates and consolidation of legal teams. **Real Estate (-16%)** is weak with slower property activity and financing caution dampening recruitment for property and facilities functions. **Software, Hardware & Telecom (-14%)** demonstrates steep declines as tech budgets tighten and firms prioritise automation and efficiency over expansion in core tech staffing.
- ✓ The remaining functions show varied but generally muted declines. **Finance & Accounts (-13%)** faces automation of reporting and cost control, **Sales & Business Development (-10%)** is limited by slower revenue growth and cautious expansion, **HR & Admin (-5%)** and **Engineering/Production (-5%)** reflect optimisation of internal operations, while **Purchase/Logistics/Supply Chain (-2%)**, **Customer Service (-2%)** and **Marketing & Communications (-1%)** see softer demand tied to overall cautious hiring sentiment and streamlined operational recruitment.



Data & Methodology

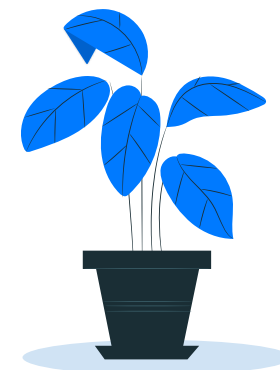
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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:

www.foundit.in

www.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk



Annexure



Annexure: Industry Data*

Industries	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
IT, Telecom/ISP and BPO/ITES	128	122	122	124	120	117	118	121	122	123	122	119	121
BFSI	114	109	113	115	114	111	112	115	115	111	109	105	104
Health Care	124	123	121	123	124	122	126	128	127	124	126	124	121
Hospitality & Travel	112	114	115	117	114	110	112	119	119	120	119	115	116
Government/ PSU/ Defense	70	69	69	69	70	69	69	69	69	69	69	69	69
Education	152	146	145	155	149	142	137	139	136	132	134	133	131
Retail/Trade and Logistics	102	101	101	106	101	100	101	105	104	104	105	103	100
Engineering, Construction and Real Estate	101	99	100	106	102	102	104	107	105	102	103	100	99
Production/Manufacturing, Automotive and Ancillary	88	87	87	91	89	87	90	92	91	91	91	90	88
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	76	75	75	75	74	74	74	74	73	73	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	90	89	90	96	87	89	88	90	90	90	91	98	98
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	86	84	84	84	84	83	82	82	82	81	81	81	81
Oil and Gas	84	84	84	84	84	84	83	83	83	84	84	84	84

Annexure: Functional Area Data*

Functions	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Software, Hardware, Telecom	97	82	85	87	82	79	82	83	81	83	82	81	83
	88	83	81	81	79	77	80	81	80	79	78	78	77
Finance & Accounts	104	101	98	99	96	94	98	100	100	98	99	97	94
Sales & Business Development	114	118	113	113	112	111	109	112	113	114	113	112	112
Customer Service	86	84	83	84	82	83	83	82	84	84	84	85	85
Marketing & Communications	100	98	97	98	97	96	98	97	100	100	98	96	95
HR & Admin	111	108	106	107	105	105	108	111	109	108	108	106	105
Engineering /Production	104	103	103	103	101	99	97	103	102	105	105	100	101
Hospitality Roles	117	115	114	115	114	114	117	118	118	123	124	121	120
Medical Roles	238	217	205	207	182	165	164	164	157	158	157	155	152
Legal	91	90	90	90	90	90	89	92	92	90	91	90	89
Purchase/ Logistics/ Supply Chain	68	65	64	63	62	61	62	60	60	58	59	58	57

Thank you

