foundit
Insights Tracker

Hiring Trends in Singapore

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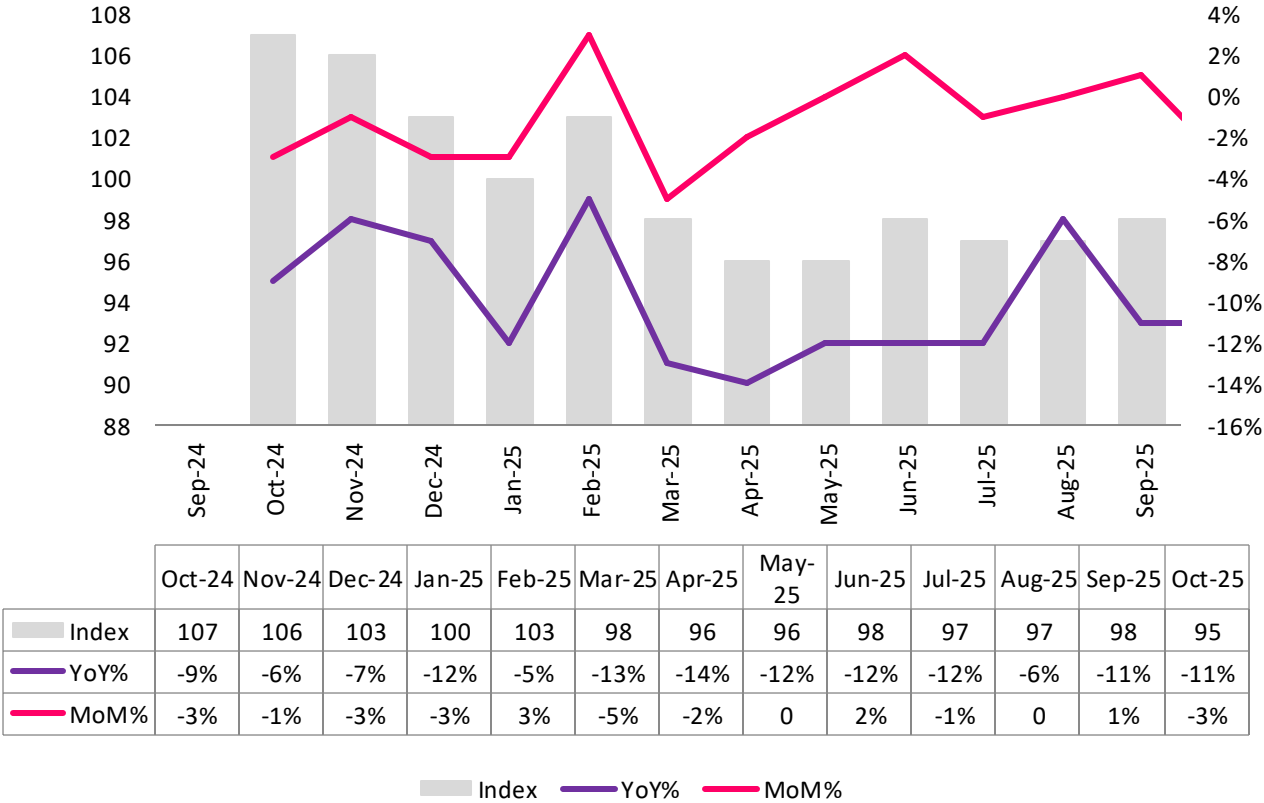PR@foundit.ai

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Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 11% annual decline in hiring activity in October'25

- The foundit Insights Tracker (fit) revealed **a 11% year-on-year decline** in e-recruitment activity in Singapore, with the index falling from 107 in October 2024 to 95 in October 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.

- Moreover, hiring activity **decreased by 3% in October 2025** over the last month, with the index at 95.

- Singapore's hiring environment has remained slightly subdued in recent months, with data showing a **–2% dip over the past three months** and a **–1% decline over six months**. This mild contraction aligns with the broader slowdown seen across the job market in mid-2025, where employers have been cautious with workforce expansion amid global economic uncertainty, slower trade activity, and a continued emphasis on cost control. While not a sharp downturn, the trend reflects restrained hiring sentiment as companies prioritise efficiency and selective talent acquisition rather than large-scale recruitment.

foundit Insights Tracker

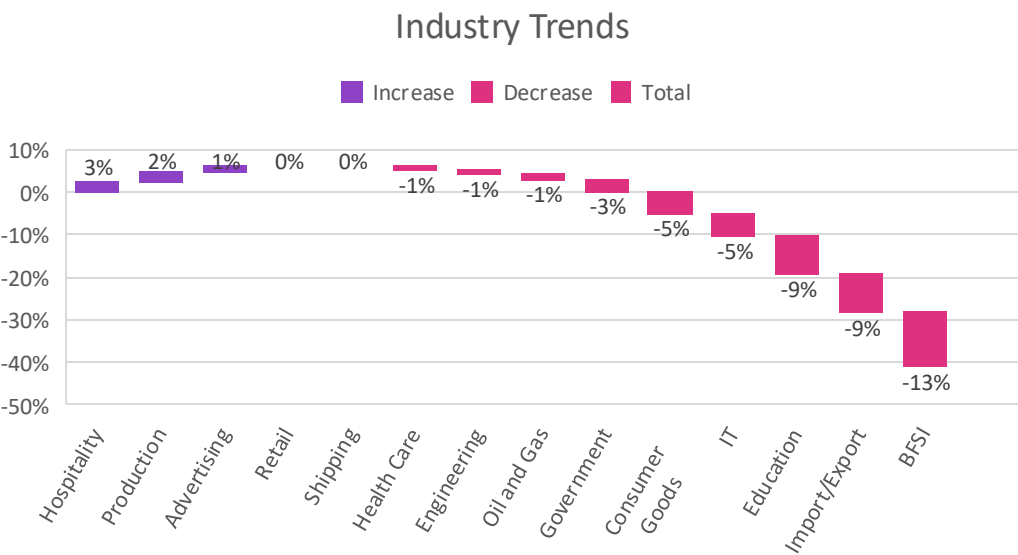|	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Index	107	106	103	100	103	98	96	96	98	97	97	98	95
YoY%	-9%	-6%	-7%	-12%	-5%	-13%	-14%	-12%	-12%	-12%	-6%	-11%	-11%
MoM%	-3%	-1%	-3%	-3%	3%	-5%	-2%	0	2%	-1%	0	1%	-3%

Hiring Trends – Industry*

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

✅ In October 2025, the top-performing industries were **Hospitality (+3%)**, **Production/Manufacturing including Automotive (+2%)**, and **Advertising/Market Research/PR/Media/Entertainment (+1%)**. Hospitality is gaining from steady tourism recovery and higher hotel and F&B activity. Manufacturing shows improvement driven by stable electronics output and renewed demand in precision engineering. Advertising and Media hiring is marginally up as companies continue to invest in digital campaigns and customer engagement.

✅ At the other end, the weakest sectors were **BFSI (–13%)**, **Education (–9%)**, and **Import/Export (–9%)**. BFSI hiring is down due to tighter cost controls and slower financial services expansion. Education is contracting with lower hiring needs across private institutions and training providers. Import/Export remains under pressure from weak global trade flows and supply chain uncertainty, resulting in reduced recruitment.
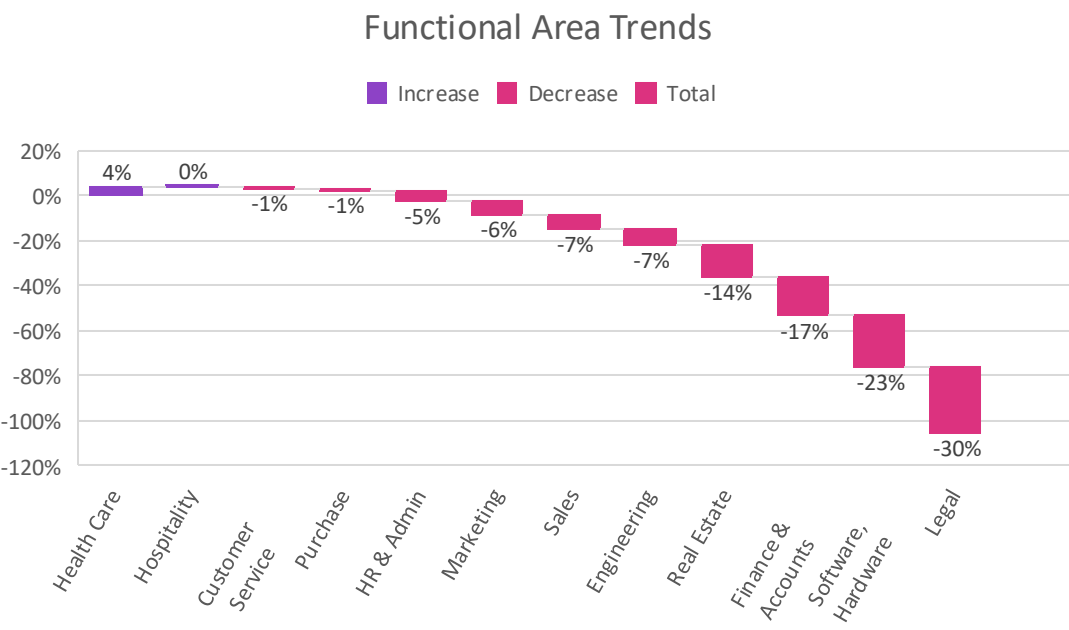
✅ The remaining sectors show mixed but moderate movement: **Retail/Trade & Logistics** and **Shipping/Marine** are flat at 0%. **Healthcare**, **Engineering/Construction/Real Estate**, and **Oil & Gas** each dipped –1% amid cautious project and budget planning. **Government/PSU/Defence** saw a –3% decline. **Consumer Goods/FMCG** and **IT/Telecom/BPO** fell –5%, reflecting slower consumer demand and continued automation-driven efficiencies.

Industry Trends

Legend: ■ Increase ■ Decrease ■ Total

Sector	Value
Hospitality	3%
Production	2%
Advertising	1%
Retail	0%
Shipping	0%
Health Care	-1%
Engineering	-1%
Oil and Gas	-1%
Government	-3%
Consumer Goods	-5%
IT	-5%
Education	-9%
Import/Export	-9%
BFSI	-13%

Hiring Trends - Functional Area*

2 out of 13 job functions record a positive groeth in Singapore hiring annually in October2025

✅ In October 2025, the top functions were **Health Care (+4%)**, **Hospitality & Travel (0%)**, and **Customer Service (–1%)**. Health care hiring remains firm due to continued demand for medical staff and support roles. Hospitality & Travel has stabilised as tourism levels hold steady. Customer Service stays relatively resilient, supported by consistent demand in retail, logistics, and service-led industries.

✅ The weakest functions were **Software/Hardware/Telecom (–23%)**, **Legal (–30%)**, and **Finance & Accounts (–17%)**. Tech hiring has fallen sharply as companies slow new projects and prioritise cost efficiency. Legal roles are down due to reduced corporate activity and consolidation of advisory needs. Finance & Accounts hiring has softened as organisations scale back on back-office expansion and manage tighter budgets.

✅ The remaining functions show mixed declines: **Purchase/Logistics/Supply Chain (–1%)** is mostly stable, while **Sales & Business Development (–7%)** and **Engineering/Production (–7%)** reflect slower growth activity. **HR & Admin (–5%)** and **Marketing & Communications (–6%)** continue to see controlled hiring. **Real Estate (–14%)** remains weak due to slower project pipelines and softer property market activity.

Functional Area Trends

■ Increase   ■ Decrease   ■ Total

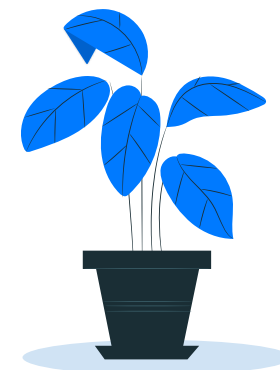|	
Health Care	4%
Hospitality	0%
Customer Service	-1%
Purchase	-1%
HR & Admin	-5%
Marketing	-6%
Sales	-7%
Engineering	-7%
Real Estate	-14%
Finance & Accounts	-17%
Software, Hardware	-23%
Legal	-30%

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
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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.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
IT, Telecom/ISP and BPO/ITES	131	128	122	122	124	120	117	118	121	122	123	122	119
BFSI	119	114	109	113	115	114	111	112	115	115	111	109	105
Health Care	123	124	123	121	123	124	122	126	128	127	124	126	124
Hospitality & Travel	113	112	114	115	117	114	110	112	119	119	120	119	115
Government/ PSU/ Defense	70	70	69	69	69	70	69	69	69	69	69	69	69
Education	151	152	146	145	155	149	142	137	139	136	132	134	133
Retail/Trade and Logistics	105	102	101	101	106	101	100	101	105	104	104	105	103
Engineering, Construction and Real Estate	102	101	99	100	106	102	102	104	107	105	102	103	100
Production/Manufacturing, Automotive and Ancillary	89	88	87	87	91	89	87	90	92	91	91	91	90
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	76	76	75	75	75	74	74	74	74	73	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	89	90	89	90	96	87	89	88	90	90	90	91	98
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	85	86	84	84	84	84	83	82	82	82	81	81	81
Oil and Gas	84	84	84	84	84	84	84	83	83	83	84	84	84

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	101	97	82	85	87	82	79	82	83	81	83	82	81
Finance & Accounts	91	88	83	81	81	79	77	80	81	80	79	78	78
Sales & Business Development	105	104	101	98	99	96	94	98	100	100	98	99	97
Customer Service	114	114	118	113	113	112	111	109	112	113	114	113	112
Marketing & Communications	86	86	84	83	84	82	83	83	82	84	84	84	85
HR & Admin	101	100	98	97	98	97	96	98	97	100	100	98	96
Engineering /Production	112	111	108	106	107	105	105	108	111	109	108	108	106
Hospitality Roles	104	104	103	103	103	101	99	97	103	102	105	105	100
Medical Roles	117	117	115	114	115	114	114	117	118	118	123	124	121
Legal	238	238	217	205	207	182	165	164	164	157	158	157	155
Purchase/ Logistics/ Supply Chain	92	91	90	90	90	90	90	89	92	92	90	91	90

Thank you

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