foundit
Insights Tracker

December 2025

Hiring Trends in Singapore

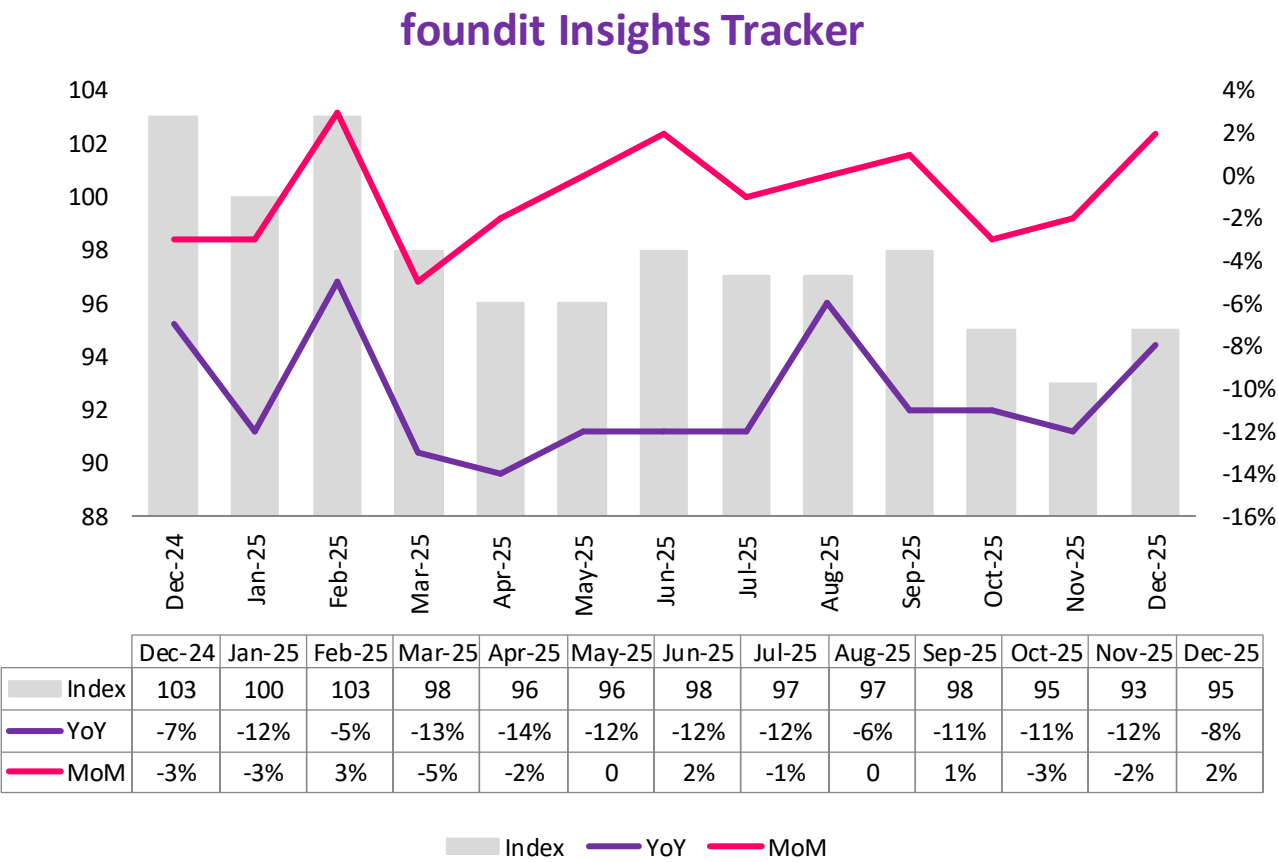For any additional or custom insights, kindly email on
PR@foundit.ai

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Key Highlights of the Month

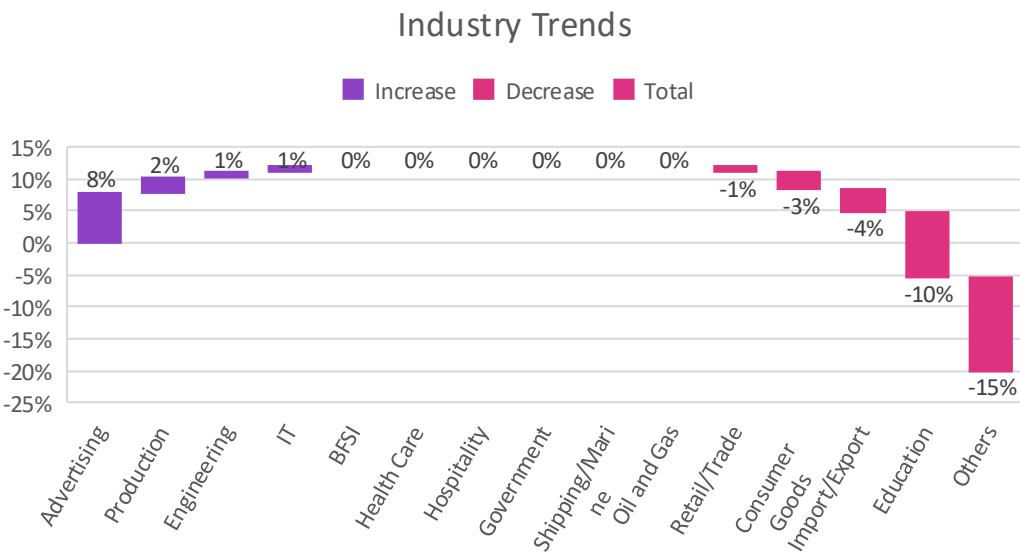**foundit Insights Tracker in Singapore recorded a 8% annual decline in hiring activity in December'25**

✅ The foundit Insights Tracker (fit) revealed **a 8% year-on-year decline** in e-recruitment activity in Singapore, with the index falling from 103 in December 2024 to 95 in December 2025. The downturn in Singapore's hiring is driven by employer caution driven by slower economic growth and cost pressures. Companies are freezing or delaying new hires, prioritising productivity and internal workforce optimisation, and relying more on attrition management rather than active expansion, leading to fewer online job postings despite stable employment levels.

✅ Moreover, hiring activity **increased by 2% in December 2025** over the last month, with the index at 95.

✅ The flat **3-month trend (0%)** indicates that hiring activity has stabilised in the near term, while the **6-month decline (-2%)** reflects continued employer caution over the medium term. Companies are largely maintaining headcount and hiring selectively, balancing cost controls and productivity priorities amid a slower growth environment rather than actively expanding their workforce.

foundit Insights Tracker

	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Index	103	100	103	98	96	96	98	97	97	98	95	93	95
YoY	-7%	-12%	-5%	-13%	-14%	-12%	-12%	-12%	-6%	-11%	-11%	-12%	-8%
MoM	-3%	-3%	3%	-5%	-2%	0	2%	-1%	0	1%	-3%	-2%	2%

Hiring Trends – Industry*

10 of the 15 industry sectors monitored by the tracker marked positive growth in hiring demand over the last month.
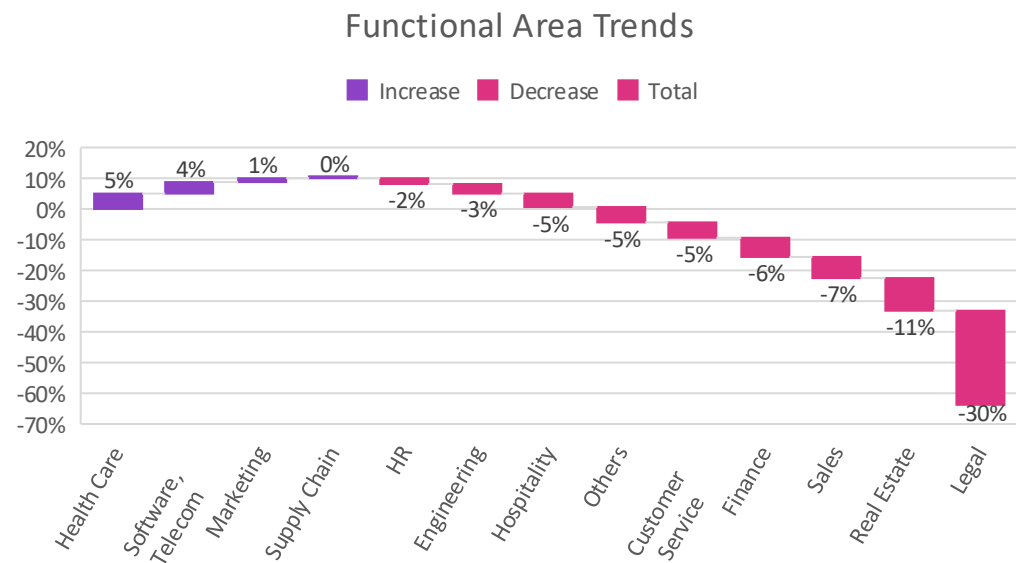
✔ Advertising, Market Research, PR, Media and Entertainment leads hiring at **+8%**, supported by continued demand for digital marketing, content, and brand roles. **Production/Manufacturing, Automotive and Ancillary (+2%)** saw steady hiring due to ongoing industrial activity, while **Engineering, Construction and Real Estate (+1%)** reflected incremental hiring tied to infrastructure and real estate projects.

✔ At the bottom, **Education (-10%)** showed the sharpest decline as institutions restrict hiring amid cost controls and stable enrolments. **Import/Export (-4%)** is impacted by weaker global trade conditions, while **Consumer Goods/FMCG and allied sectors (-3%)** faced slower hiring due to subdued consumer demand and cautious inventory management.

✔ Most other sectors remain stable. **IT, Telecom/ISP and BPO/ITES (+1%)** showed marginal growth driven by selective digital hiring, while **BFSI, Health Care, Hospitality, Government/PSU/Defence, Shipping/Marine, and Oil & Gas (0%)** indicated headcount maintenance. **Retail/Trade and Logistics (-1%)** records a mild decline, reflecting normalised demand.

Industry Trends

■ Increase ■ Decrease ■ Total

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

Hiring Trends - Functional Area*

4 out of 13 job functions record a positive growth in Singapore hiring annually in December 2025

✓ Health Care led function hiring at **+5%**, driven by sustained demand for clinical and allied roles as healthcare services expanded and workforce gaps persisted. **Software, Hardware, Telecom (+4%)** remained strong due to continued digital transformation and investments in technology infrastructure, while **Marketing & Communications (+1%)** recorded modest growth as companies focused on brand visibility and customer engagement.

✓ At the bottom, **Legal (-30%)** saw the sharpest decline, as organisations curtailed hiring in advisory and compliance roles amid tighter budgets. **Real Estate (-11%)** experienced reduced recruitment due to slower property market activity, while **Sales & Business Development (-7%)** contracted as firms adopted a cautious approach to expanding customer acquisition teams.

✓ The remaining functions were largely stable to mildly negative. **Purchase/Logistics/Supply Chain (0%)** remained flat as companies balanced operational continuity with cost control. **HR & Admin (-2%)** and **Engineering/Production (-3%)** declined slightly due to internal headcount optimisation. **Hospitality & Travel (-5%)**, **Customer Service (-5%)**, and **Finance & Accounts (-6%)** reflected softer hiring in service and support functions, consistent with broader trends of selective recruitment and efficiency focus.

Functional Area Trends

■ Increase ■ Decrease ■ Total

Health Care 5%, Software, Telecom 4%, Marketing 1%, Supply Chain 0%, HR -2%, Engineering -3%, Hospitality -5%, Others -5%, Customer Service -5%, Finance -6%, Sales -7%, Real Estate -11%, 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	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
IT, Telecom/ISP and BPO/ITES	122	122	124	120	117	118	121	122	123	122	119	121	123
BFSI	109	113	115	114	111	112	115	115	111	109	105	104	109
Health Care	123	121	123	124	122	126	128	127	124	126	124	121	123
Hospitality & Travel	114	115	117	114	110	112	119	119	120	119	115	116	114
Government/ PSU/ Defense	69	69	69	70	69	69	69	69	69	69	69	69	69
Education	146	145	155	149	142	137	139	136	132	134	133	131	131
Retail/Trade and Logistics	101	101	106	101	100	101	105	104	104	105	103	100	100
Engineering, Construction and Real Estate	99	100	106	102	102	104	107	105	102	103	100	99	100
Production/Manufacturing, Automotive and Ancillary	87	87	91	89	87	90	92	91	91	91	90	88	89
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	75	75	75	74	74	74	74	73	73	73	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	89	90	96	87	89	88	90	90	90	91	98	98	96
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	84	84	84	84	83	82	82	82	81	81	81	81	81
Oil and Gas	84	84	84	84	84	83	83	83	84	84	84	84	84

* Represents Index figures

Annexure: Functional Area Data*

Functions	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Software, Hardware, Telecom	82	85	87	82	79	82	83	81	83	82	81	83	85
Finance & Accounts	83	81	81	79	77	80	81	80	79	78	78	77	78
Sales & Business Development	101	98	99	96	94	98	100	100	98	99	97	94	94
Customer Service	118	113	113	112	111	109	112	113	114	113	112	112	112
Marketing & Communications	84	83	84	82	83	83	82	84	84	84	85	85	85
HR & Admin	98	97	98	97	96	98	97	100	100	98	96	95	96
Engineering /Production	108	106	107	105	105	108	111	109	108	108	106	105	105
Hospitality Roles	103	103	103	101	99	97	103	102	105	105	100	101	98
Medical Roles	115	114	115	114	114	117	118	118	123	124	121	120	121
Legal	217	205	207	182	165	164	164	157	158	157	155	152	151
Purchase/ Logistics/ Supply Chain	90	90	90	90	90	89	92	92	90	91	90	89	90
Real Estate	65	64	63	62	61	62	60	60	58	59	58	57	58

Thank you

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