

# foundit

# Insights Tracker

January 2026

## Hiring Trends in Singapore

For any additional or custom insights, kindly email on [PR@foundit.ai](mailto:PR@foundit.ai)



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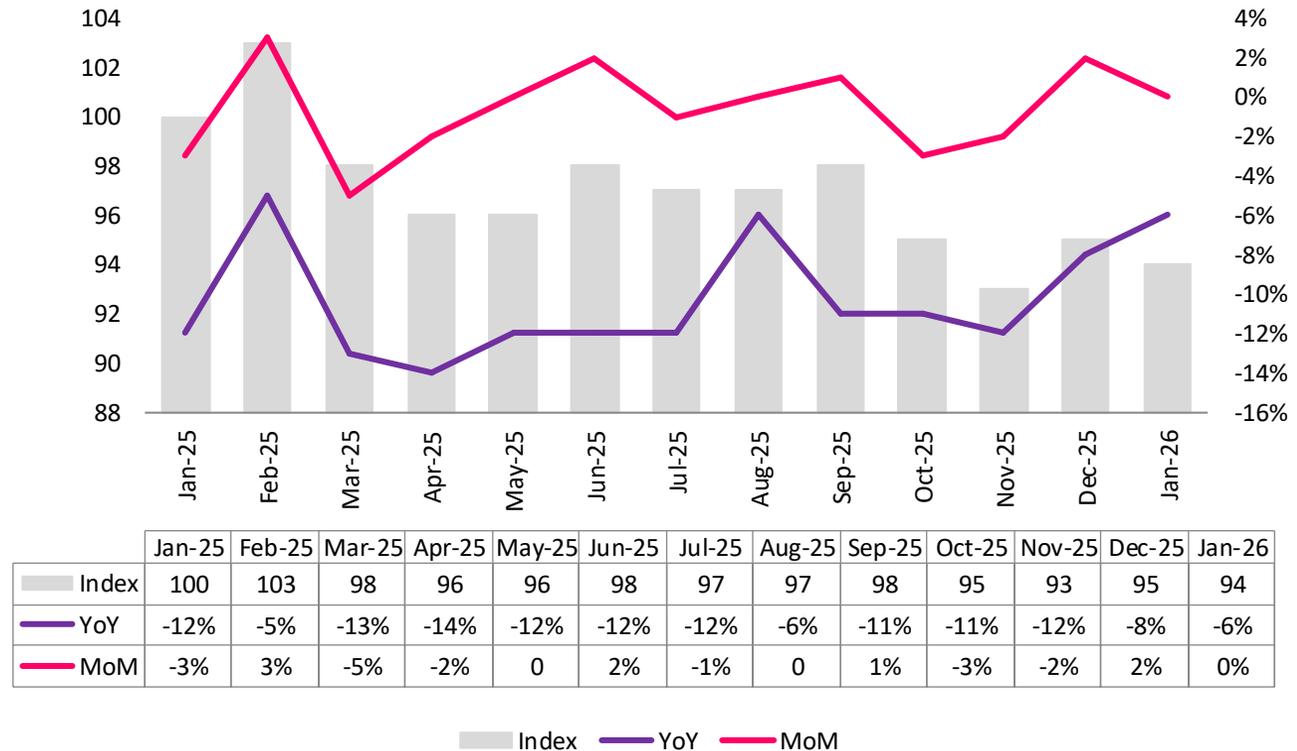


# Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 6% annual decline in hiring activity in January'26

- ✓ The foundit Insights Tracker (fit) revealed a **6% year-on-year decline** in e-recruitment activity in Singapore, with the index falling from **100 in January 2025 to 94 in January 2026**. This decline reflects sustained employer caution through 2025, with companies slowing net hiring due to weaker global growth visibility, margin pressure, and tighter workforce planning, and shifting from broad expansion to selective, replacement, and contract hiring, reducing overall e-recruitment volumes.
- ✓ Moreover, hiring activity remained stagnant with **0% growth in January 2026** over the last month, with the index at **94**.
- ✓ The **3-month** trend in January 2026 shows a **1% uptick**, driven mainly by replacement hiring and steady demand in financial services, healthcare, and construction. The **6-month** trend shows a **3% decline** as employers slowed net headcount additions since mid-2025 due to weaker global visibility, cost pressure, and tighter workforce planning, with hiring focused on selective and contract roles rather than expansion.

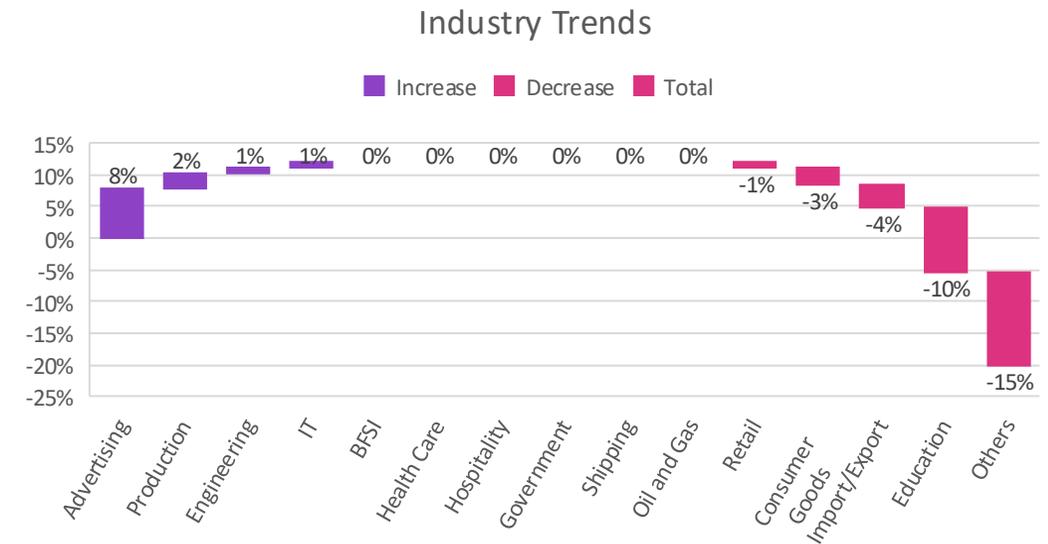
foundit Insights Tracker



# 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, Public Relations, Media and Entertainment (+8%)** grew as firms sustained digital marketing, performance media, and content hiring to drive demand. **Production/Manufacturing, Automotive and Ancillary (+2%)** rose on steady industrial output and demand for precision and advanced manufacturing roles. **Engineering, Construction and Real Estate (+1%)** stayed marginally positive due to ongoing infrastructure, data centre, and selective real estate projects.
- ✓ **Education (-10%)** declined due to lower enrolments, budget tightening, and consolidation across institutions and training providers. **Import/Export (-4%)** weakened amid softer global trade volumes and cautious expansion by trading firms. **Consumer Goods/FMCG and related sectors (-3%)** slowed as muted consumer demand and margin pressure limited new hiring.
- ✓ **IT, Telecom/ISP and BPO/ITES (+1%)** saw selective hiring in digital and infrastructure roles. **BFSI, Health Care, Hospitality, Government/PSU/Defence, and Shipping/Marine (0%)** remained flat, driven mainly by replacement hiring. **Retail/Trade and Logistics (-1%)** declined slightly due to weak consumption and efficiency-led cost control.



# Hiring Trends - Functional Area\*

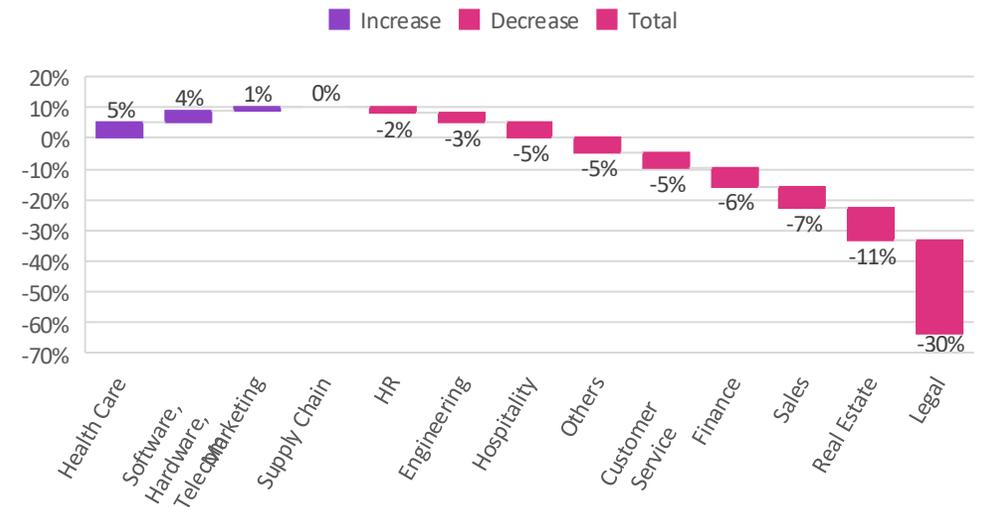
4 out of 13 job functions record a positive growth in Singapore hiring annually in January 2026

✓ **Software, Hardware, Telecom (+4%)** is growing due to continued demand for digital, cloud, cybersecurity, and network roles despite overall hiring caution. **Health Care (+5%)** is expanding as demand for clinical, allied health, and care delivery roles remains strong due to population ageing and sustained healthcare utilisation. **Marketing & Communications (+1%)** is stable, driven by ongoing demand for digital marketing, performance campaigns, and customer engagement roles.

✓ **Legal (-30%)** has declined sharply as companies reduced non-core hiring, consolidated in-house legal teams, and relied more on external counsel amid cost pressure. **Real Estate (-11%)** weakened due to slower property transactions and delayed investment decisions, reducing demand for sales, leasing, and development roles. **Sales & Business Development (-7%)** contracted as firms paused sales force expansion and focused on productivity and retention over growth.

✓ **Finance & Accounts (-6%)** declined as automation and cost controls reduced incremental hiring. **Customer Service (-5%)** and **Hospitality & Travel (-5%)** softened due to cautious consumer demand and efficiency-led staffing. **Engineering/Production (-3%)** reflects selective hiring outside niche manufacturing. **HR & Admin (-2%)** remains subdued as firms limit back-office expansion. **Purchase/Logistics/Supply Chain (0%)** is flat, supported by steady but non-expansionary operational needs.

Functional Area Trends



# 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](http://www.foundit.in)

[www.foundit.my](http://www.foundit.my)

[www.founditgulf.com](http://www.founditgulf.com)

[www.foundit.com.ph](http://www.foundit.com.ph)

[www.foundit.sg](http://www.foundit.sg)

[www.foundit.hk](http://www.foundit.hk)



# Annexure



## Annexure: Industry Data\*

Industries	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
IT, Telecom/ISP and BPO/ITES	122	124	120	117	118	121	122	123	122	119	121	123	123
BFSI	113	115	114	111	112	115	115	111	109	105	104	109	107
Health Care	121	123	124	122	126	128	127	124	126	124	121	123	121
Hospitality & Travel	115	117	114	110	112	119	119	120	119	115	116	114	112
Government/ PSU/ Defense	69	69	70	69	69	69	69	69	69	69	69	69	69
Education	145	155	149	142	137	139	136	132	134	133	131	131	133
Retail/Trade and Logistics	101	106	101	100	101	105	104	104	105	103	100	100	101
Engineering, Construction and Real Estate	100	106	102	102	104	107	105	102	103	100	99	100	102
Production/Manufacturing, Automotive and Ancillary	87	91	89	87	90	92	91	91	91	90	88	89	90
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	75	75	74	74	74	74	73	73	73	73	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	90	96	87	89	88	90	90	90	91	98	98	96	98
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	84	84	84	83	82	82	82	81	81	81	81	81	81
Oil and Gas	84	84	84	84	83	83	83	84	84	84	84	84	84

## Annexure: Functional Area Data\*

Functions	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
Software, Hardware, Telecom	85	87	82	79	82	83	81	83	82	81	83	85	86
Finance & Accounts	81	81	79	77	80	81	80	79	78	78	77	78	80
Sales & Business Development	98	99	96	94	98	100	100	98	99	97	94	94	93
Customer Service	113	113	112	111	109	112	113	114	113	112	112	112	112
Marketing & Communications	83	84	82	83	83	82	84	84	84	85	85	85	87
HR & Admin	97	98	97	96	98	97	100	100	98	96	95	96	94
Engineering /Production	106	107	105	105	108	111	109	108	108	106	105	105	107
Hospitality Roles	103	103	101	99	97	103	102	105	105	100	101	98	96
Medical Roles	114	115	114	114	117	118	118	123	124	121	120	121	117
Legal	205	207	182	165	164	164	157	158	157	155	152	151	149
Purchase/ Logistics/ Supply Chain	90	90	90	90	89	92	92	90	91	90	89	90	89
Real Estate	64	63	62	61	62	60	60	58	59	58	57	58	58

Thank you

