

foundit

Insights Tracker

February 2026

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 9% annual decline in hiring activity in February'26

✓ The foundit Insights Tracker (fit) revealed a 9% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 103 in February 2025 to 94 in February 2026. Hiring activity slowed in early 2026 as employers took a more cautious approach amid economic uncertainty and cost pressures. Job postings had been declining for several months, while lower job mobility reduced replacement hiring. At the same time, demand shifted toward specialised and AI-related roles, with some traditional functions seeing reduced hiring, contributing to the overall decline in e-recruitment activity.

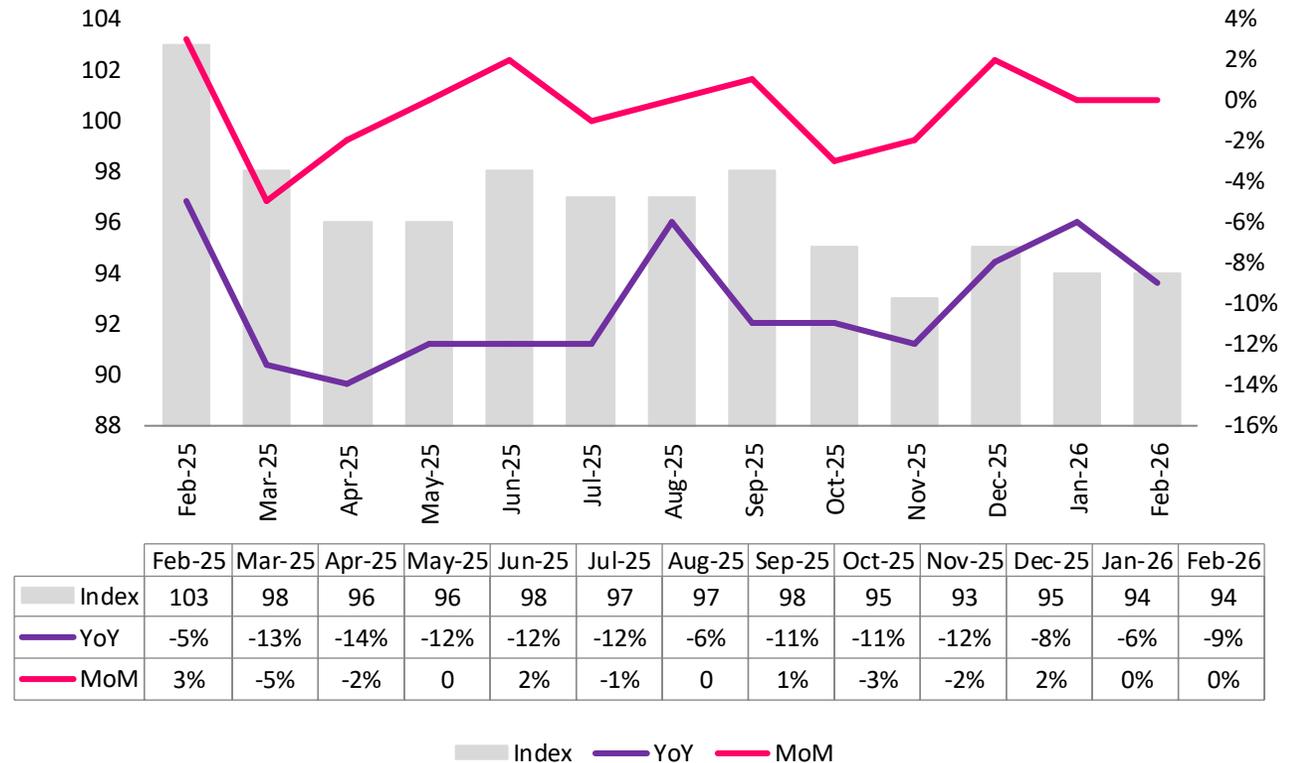
Moreover, hiring activity remained stagnant with **0% growth in February 2026**

✓ over the last month, with the index at **94**.

The **1% decline over the past three months** reflects cautious near-term hiring

✓ sentiment and a shift toward contract roles, while the **4% decline over the past six months** points to a broader hiring slowdown driven by weaker hiring outlook, declining job vacancies and postings, and ongoing business restructuring.

foundit Insights Tracker



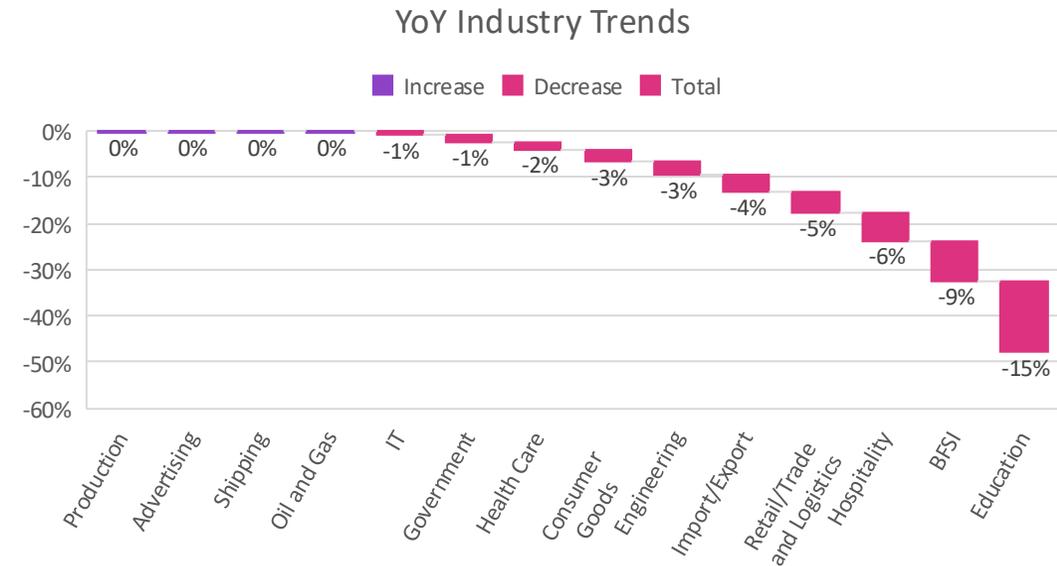
Hiring Trends – Industry*

4 of the 15 industry sectors monitored by the tracker marked stability in hiring demand.

✓ Production/Manufacturing (0%), Automotive and Ancillary (0%), and Advertising, Market Research, PR, Media and Entertainment (0%) saw stable hiring in February 2026. Manufacturing and automotive hiring remained steady due to continued demand in electronics, precision engineering, and export-oriented industries, which continue to see steady activity in Singapore. Advertising and media hiring remained stable as companies continued to invest in digital marketing and content roles, but hiring was measured as firms controlled costs and avoided aggressive headcount expansion.

✓ Education (-15%), BFSI (-9%), and Hospitality (-6%) recorded the steepest declines. Education hiring dropped as institutions focused more on restructuring, contract roles, and improving productivity rather than expanding teams. BFSI hiring declined as financial institutions focused on cost control, automation, and more cautious hiring plans. Hospitality hiring slowed as the sector stabilised after earlier recovery hiring and employers increasingly relied on part-time and contract staff instead of permanent hiring.

✓ The remaining sectors including IT (-1%), Government (-1%), Healthcare (-2%), Consumer Goods (-3%), Engineering and Construction (-3%), Import/Export (-4%), and Retail/Trade and Logistics (-5%) saw moderate declines due to cautious hiring sentiment across companies, slower job switching, and a focus on replacement hiring instead of new job creation. Many companies also became more selective in hiring and focused on specialised digital, technology, and skills-based roles, which led to slower overall hiring across broader sectors.



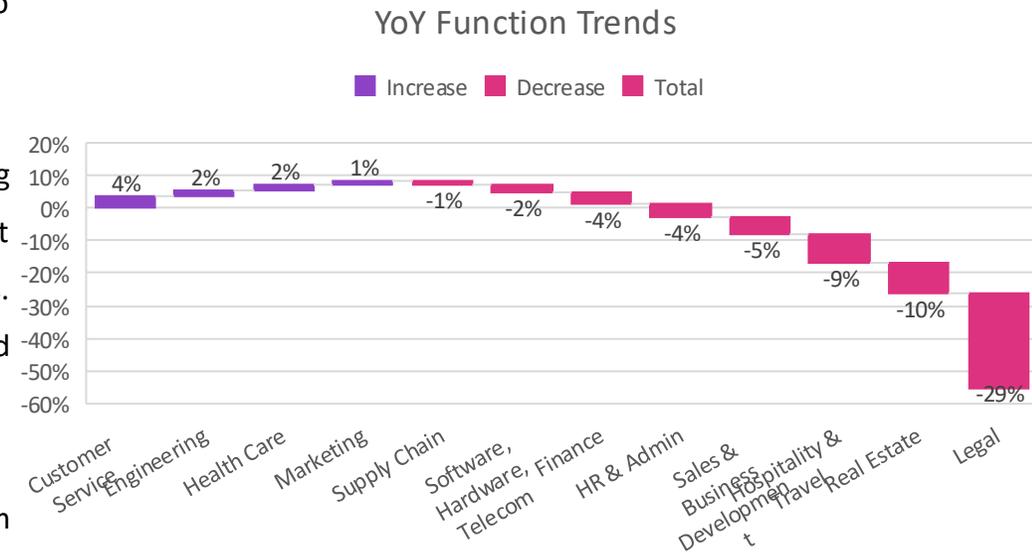
Hiring Trends - Functional Area*

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

✓ Customer Service (4%), Engineering/Production (2%), and Health Care (2%) saw the strongest hiring growth in February 2026. Customer service hiring increased as companies prioritised customer retention and operational support roles. Engineering and production roles remained in demand due to ongoing activity in manufacturing, infrastructure, and technical projects. Healthcare hiring continued due to sustained demand for healthcare services and workforce needs in medical and care roles.

✓ Legal (-29%), Real Estate (-10%), and Hospitality & Travel (-9%) saw the steepest declines. Legal hiring dropped as companies reduced expansion and external hiring and relied more on internal and contract legal support. Real estate hiring declined due to slower property market activity and delayed projects. Hospitality and travel hiring fell as companies shifted toward lean staffing models and more contract and part-time roles.

✓ Marketing & Communications (1%), Purchase/Logistics/Supply Chain (-1%), Software/Hardware/Telecom (-2%), Finance & Accounts (-4%), HR & Admin (-4%), and Sales & Business Development (-5%) saw mixed to declining hiring as companies slowed overall hiring, focused on essential roles, and used automation and productivity measures to reduce hiring in support and corporate functions.



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 PR@foundit.ai



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



Annexure: Industry Data*

Industries	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
IT, Telecom/ISP and BPO/ITES	124	120	117	118	121	122	123	122	119	121	123	123	123
BFSI	115	114	111	112	115	115	111	109	105	104	109	107	105
Health Care	123	124	122	126	128	127	124	126	124	121	123	121	121
Hospitality & Travel	117	114	110	112	119	119	120	119	115	116	114	112	110
Government/ PSU/ Defense	69	70	69	69	69	69	69	69	69	69	69	69	68
Education	155	149	142	137	139	136	132	134	133	131	131	133	131
Retail/Trade and Logistics	106	101	100	101	105	104	104	105	103	100	100	101	101
Engineering, Construction and Real Estate	106	102	102	104	107	105	102	103	100	99	100	102	103
Production/Manufacturing, Automotive and Ancillary	91	89	87	90	92	91	91	91	90	88	89	90	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	75	74	74	74	74	73	73	73	73	73	73	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	96	87	89	88	90	90	90	91	98	98	96	98	96
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	84	84	83	82	82	82	81	81	81	81	81	81	81
Oil and Gas	84	84	84	83	83	83	84	84	84	84	84	84	84

Annexure: Functional Area Data*

Functions	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Software, Hardware, Telecom	87	82	79	82	83	81	83	82	81	83	85	86	85
Finance & Accounts	81	79	77	80	81	80	79	78	78	77	78	80	78
Sales & Business Development	99	96	94	98	100	100	98	99	97	94	94	93	94
Customer Service	113	112	111	109	112	113	114	113	112	112	112	112	117
Marketing & Communications	84	82	83	83	82	84	84	84	85	85	85	87	85
HR & Admin	98	97	96	98	97	100	100	98	96	95	96	94	94
Engineering /Production	107	105	105	108	111	109	108	108	106	105	105	107	109
Hospitality Roles	103	101	99	97	103	102	105	105	100	101	98	96	94
Medical Roles	115	114	114	117	118	118	123	124	121	120	121	117	117
Legal	207	182	165	164	164	157	158	157	155	152	151	149	146
Purchase/ Logistics/ Supply Chain	90	90	90	89	92	92	90	91	90	89	90	89	89
Real Estate	63	62	61	62	60	60	58	59	58	57	58	58	57

Thank you

