

foundit

Insights Tracker

March 2026

Hiring Trends in Singapore

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



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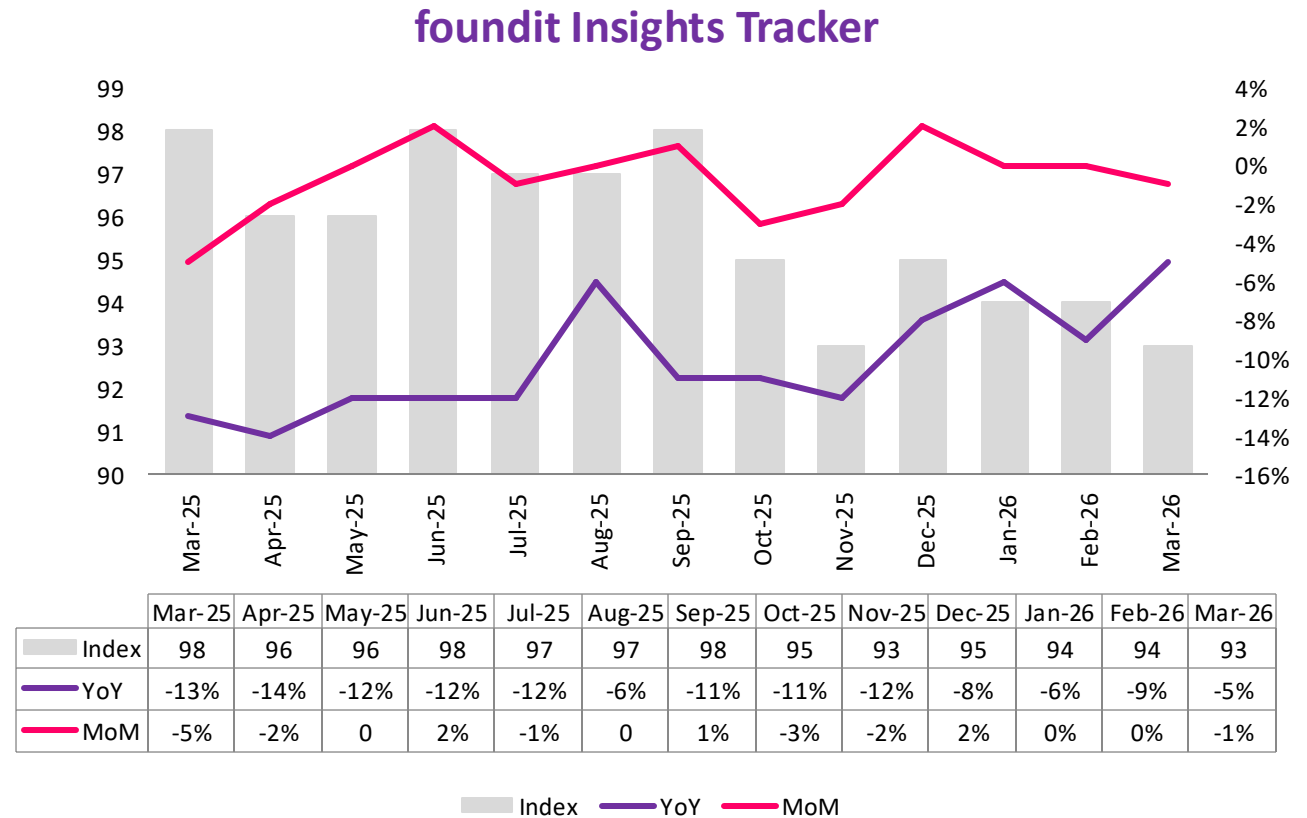
Key Highlights of the Month

foundit Insights Tracker in Singapore recorded a 5% annual decline in hiring activity in March'26

✓ The foundit Insights Tracker (fit) revealed a 5% year-on-year decline in e-recruitment activity in Singapore, with the index falling from 98 in March 2025 to 93 in March 2026. Hiring activity remained soft as employers continued to prioritise selective and replacement hiring over net headcount additions, amid sustained cost pressures and weaker hiring outlook across most sectors.

✓ Moreover, hiring activity dipped marginally with -1% growth in March 2026 over the last month, with the index at 93.

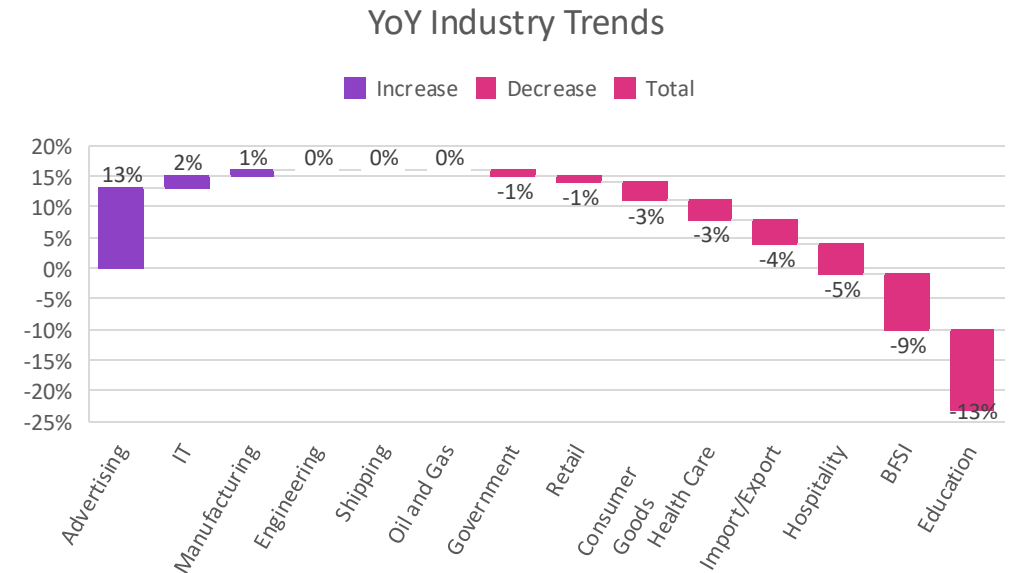
✓ The 1% decline over the past three months reflects continued near-term caution, while the 2% decline over the past six months signals a gradual easing of the broader hiring contraction as some sectors show stabilisation.



Hiring Trends – Industry*

3 of the 15 industry sectors monitored by the tracker recorded positive growth in hiring demand.

- ✓ **Advertising, Market Research, PR, Media & Entertainment (+13%)** was the strongest performer by a significant margin, as companies continued to ramp up investment in digital marketing, content, and performance-led campaigns. **IT, Telecom/ISP & BPO/ITES (+2%)** edged into positive territory, supported by selective digital transformation hiring and continued demand in technology services. **Production/Manufacturing (+1%)** saw marginal growth, driven by modest but steady activity in electronics and precision engineering.
- ✓ **Engineering, Construction & Real Estate (0%), Shipping/Marine (0%), and Oil & Gas (0%)** held flat year-on-year, indicating stability without expansion as employers maintained workforce levels.
- ✓ **Government/PSU/Defence (-1%) and Retail/Trade & Logistics (-1%)** recorded slight declines as budget constraints and cautious consumer demand continued to limit headcount growth. **Health Care (-3%)** and **Consumer Goods/FMCG (-3%)** saw moderate pullbacks driven by cost rationalisation and softer domestic consumption. **Import/Export (-4%)** contracted as trade flows remained subdued. **Hospitality (-5%)** continued to face structural hiring challenges as operators focused on cost efficiency over expansion. **BFSI (-9%)** saw a notable contraction as financial institutions accelerated cost optimisation and reduced incremental headcount. **Education (-13%)** maintained its structural pullback as institutions continued to manage expenditure, while **Others (-21%)** saw the steepest decline across mixed and smaller verticals.



Hiring Trends - Functional Area*

5 out of 12 job functions recorded a positive annual growth in hiring in March 2026

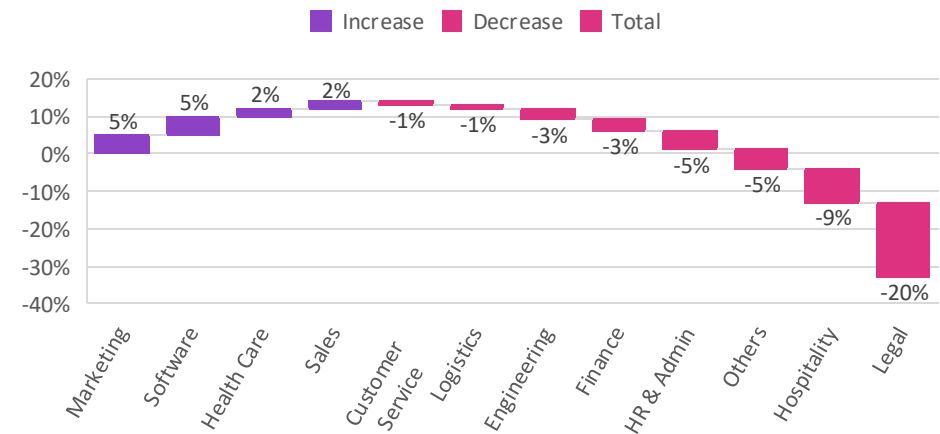
✓ **Software, Hardware & Telecom** (+5%) and **Marketing & Communications** (+5%) led functional hiring — both recovering from flat-to-marginal movement earlier in the year to close on a positive note, driven by sustained investment in digital infrastructure, cybersecurity, and performance marketing. **Engineering/Production** (+3%) built steadily through the year, reflecting continued project activity and expansion in technical roles.

✓ **Legal** (-20%) recorded the steepest functional decline by a wide margin — and the most consistent deterioration of the year, as companies leaned further on external counsel and reduced in-house headcount. **Hospitality & Travel** (-9%) extended its unbroken downward trajectory, pointing to structural constraints rather than cyclical softness. **HR & Admin** (-5%) continued its steady pullback as leaner organisational structures and cost discipline reduced demand for support functions.

The functional picture mirrors Singapore's industry-level story: more contraction than growth. **Finance &**

✓ **Accounts** (-3%), **Customer Service** (-1%), and **Purchase/Logistics/Supply Chain** (-1%) all declined — Finance notably so, as automation and shared services continue to erode incremental hiring. **Sales & Business Development** (+2%) and **Health Care** (+2%) offered the only meaningful counterweights. Taken together, Singapore's functional hiring market is narrowing — and the pressure is broad-based.

YoY Function Trends



Data & Methodology

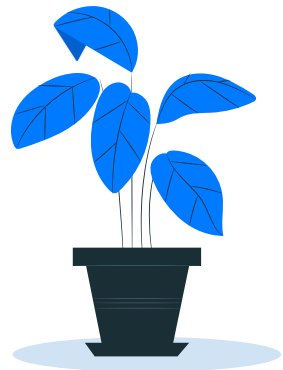
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer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

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	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
IT, Telecom/ISP and BPO/ITES	120	117	118	121	122	123	122	119	121	123	123	123	122
BFSI	114	111	112	115	115	111	109	105	104	109	107	105	104
Health Care	124	122	126	128	127	124	126	124	121	123	121	121	120
Hospitality & Travel	114	110	112	119	119	120	119	115	116	114	112	110	108
Government/ PSU/ Defense	70	69	69	69	69	69	69	69	69	69	69	68	69
Education	149	142	137	139	136	132	134	133	131	131	133	131	129
Retail/Trade and Logistics	101	100	101	105	104	104	105	103	100	100	101	101	100
Engineering, Construction and Real Estate	102	102	104	107	105	102	103	100	99	100	102	103	102
Production/Manufacturing, Automotive and Ancillary	89	87	90	92	91	91	91	90	88	89	90	91	90
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	74	74	74	74	73	73	73	73	73	73	73	73	72
Advertising, Market Research, Public Relations, Media and Entertainment	87	89	88	90	90	90	91	98	98	96	98	96	98
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	91
Import/Export	84	83	82	82	82	81	81	81	81	81	81	81	81
Oil and Gas	84	84	83	83	83	84	84	84	84	84	84	84	84

Annexure: Functional Area Data*

Functions	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
Software, Hardware, Telecom	82	79	82	83	81	83	82	81	83	85	86	85	86
Finance & Accounts	79	77	80	81	80	79	78	78	77	78	80	78	77
Sales & Business Development	96	94	98	100	100	98	99	97	94	94	93	94	98
Customer Service	112	111	109	112	113	114	113	112	112	112	112	117	111
Marketing & Communications	82	83	83	82	84	84	84	85	85	85	87	85	86
HR & Admin	97	96	98	97	100	100	98	96	95	96	94	94	92
Engineering /Production	105	105	108	111	109	108	108	106	105	105	107	109	108
Hospitality Roles	101	99	97	103	102	105	105	100	101	98	96	94	92
Medical Roles	114	114	117	118	118	123	124	121	120	121	117	117	116
Legal	182	165	164	164	157	158	157	155	152	151	149	146	145
Purchase/ Logistics/ Supply Chain	90	90	89	92	92	90	91	90	89	90	89	89	89

Thank you

