

foundit

Insights Tracker

May 2026

Hiring Trends in Singapore

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PR@foundit.ai



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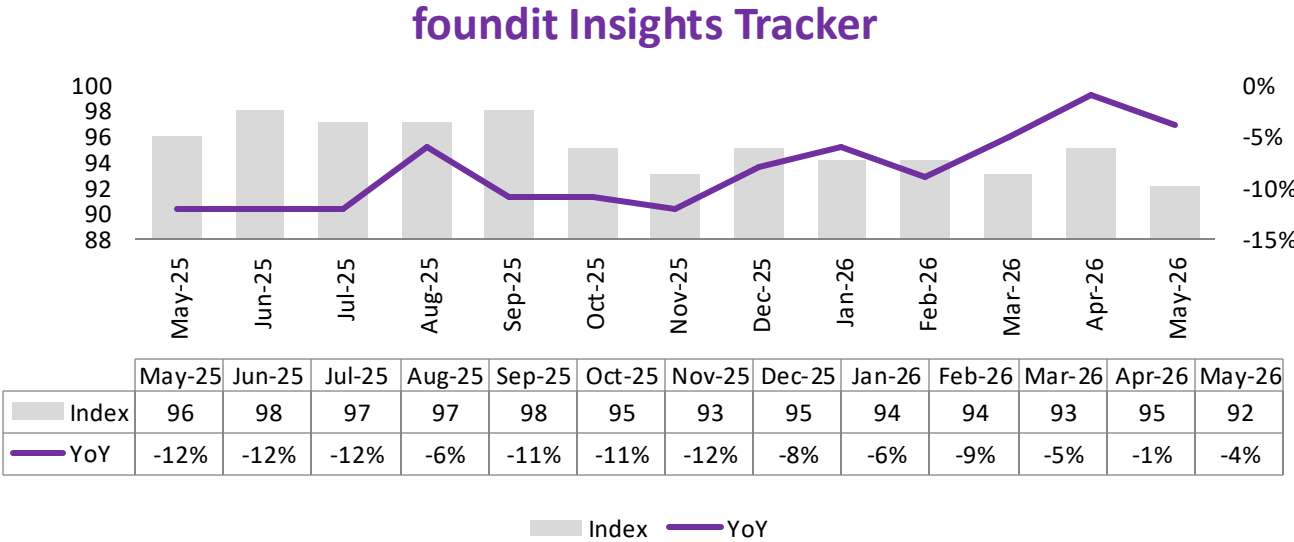
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Key Highlights of the Month

foundit Insights Tracker in Singapore records a 4% annual decline in hiring activity in May'26

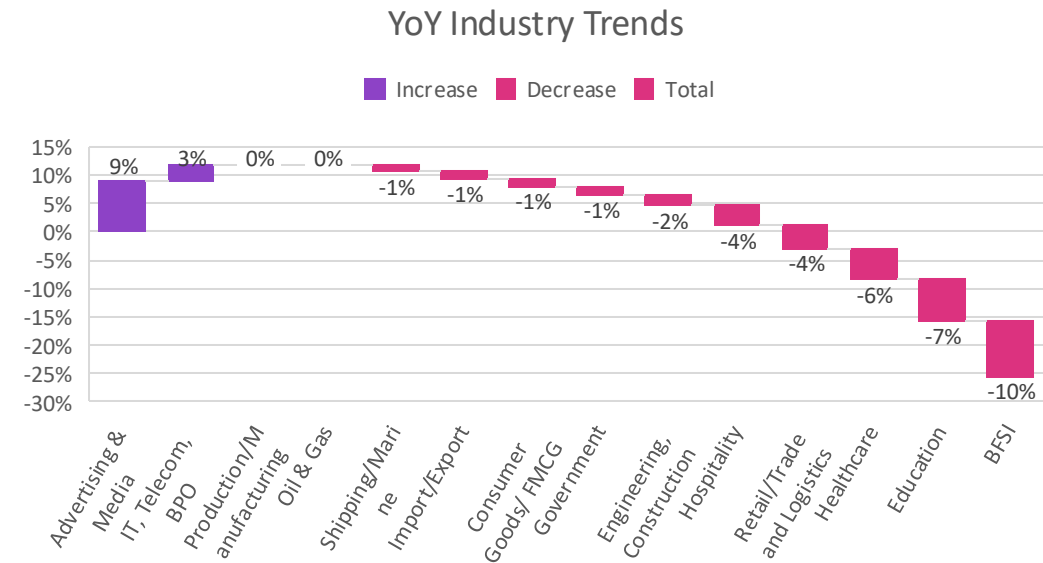
- ✓ The foundit Insights Tracker (fit) recorded a renewed softening in e-recruitment activity in Singapore in May 2026, with the year-on-year decline widening to 4% after narrowing to just 1% in April. The index slipped to 92 from 95 in April, a 3% month-on-month decline that reversed the short-lived recovery seen the previous month.
- ✓ The 2% decline over the past three months and the 1% decline over the past six months point to a broadly flat-to-soft trend, with the modest expansion signalled in April giving way to caution as hiring momentum faded across most industries.
- ✓ Hiring sentiment has fallen to its weakest in over a year as employers slow commitments amid global trade uncertainty, while in financial services automation and offshoring are now actively cutting headcount. Positive growth is confined to a narrow set tied to media, technology, and customer-facing roles, while structural softness persists in financial services, education, healthcare, and legal.



Hiring Trends – Industry*

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

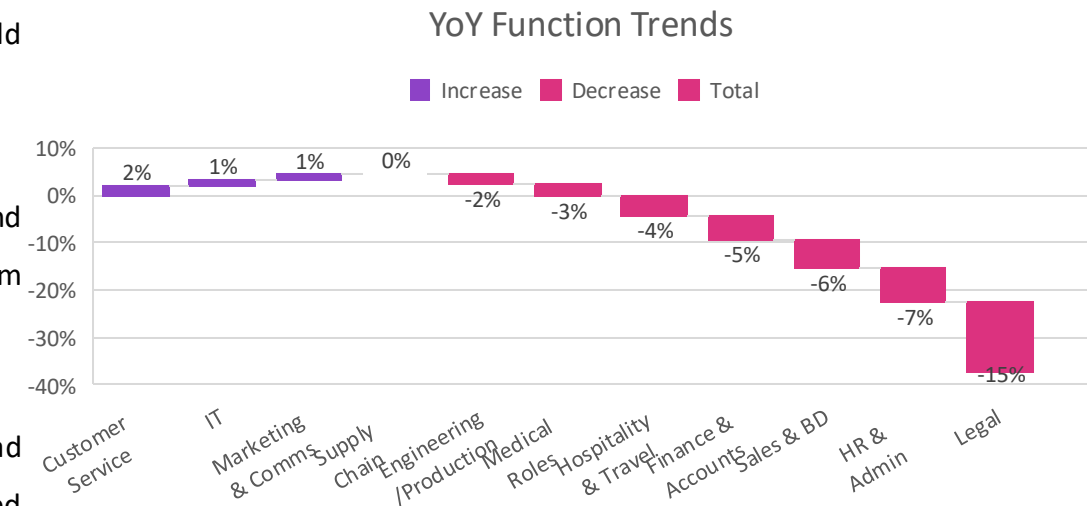
- ✓ **Advertising, Market Research, PR, Media & Entertainment (+9%)** remained the standout performer, with digital and social spend rising fastest, sustaining demand for creative, campaign, and martech talent. **IT, Telecom/ISP & BPO/ITES (+3%)** stayed positive but cooled, with demand concentrating in specialist AI, cloud, and cybersecurity roles as routine BPO work is rationalised.
- ✓ **Government/PSU/Defence (-1%), Shipping/Marine (-1%), Import/Export (-1%), and Consumer Goods/FMCG (-1%)** posted marginal declines.
- ✓ **Engineering, Construction & Real Estate (-2%)** slipped back into negative territory after April’s modest gain. **Hospitality (-4%)** and **Retail/Trade & Logistics (-4%)** extended their downward trajectory as consumer-facing demand stayed soft. **Health Care (-6%)** deepened its decline amid continued cost discipline. **Education (-7%)** remained under sustained pressure from ongoing expenditure management. **BFSI (-10%)** was the steepest faller: major banks are cutting routine headcount as AI and offshoring take over, with one organisation cutting around 4,000 roles over three years tied directly to AI.



Hiring Trends - Functional Area*

3 of the 11 job functions recorded positive annual growth in hiring in May 2026.

- ✔ **Software, Hardware & Telecom** (+1%) and **Marketing & Communications** (+1%) stayed marginally positive, reflecting resilient — if cooling — demand for technology and marketing talent; both eased month-on-month in line with the broader pullback. **Customer Service** (+2%) led all functional categories, supported by steady demand in service and support roles. **Purchase/Logistics/Supply Chain** (0%) held flat, unchanged across the period.
- ✔ **Engineering/Production** (-2%) softened after a steady run, consistent with the dip in construction and manufacturing-linked hiring. **Health Care** (-3%) eased further as medical-role demand normalised from earlier highs. **Hospitality & Travel** (-4%) extended its decline, mirroring the industry-level weakness.
- ✔ **Finance & Accounts** (-5%) and **Sales & Business Development** (-6%) pulled back as cost caution spread across commercial functions. **HR & Admin** (-7%) continued its steady retreat as organisations maintained leaner structures. **Legal** (-15%) was the steepest — firms increasingly lean on outside counsel and run leaner in-house teams rather than add permanent lawyers. Overall, the declines across functions tell a simple story: companies are cutting where work can be automated or done with fewer people.



Data & Methodology

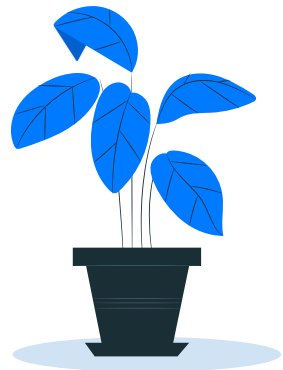
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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	May-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	May-26
IT, Telecom/ISP and BPO/ITES	118	121	122	123	122	119	121	123	123	123	122	123	121
BFSI	112	115	115	111	109	105	104	109	107	105	104	105	101
Health Care	126	128	127	124	126	124	121	123	121	121	120	120	119
Hospitality & Travel	112	119	119	120	119	115	116	114	112	110	108	109	108
Government/ PSU/ Defense	69	69	69	69	69	69	69	69	69	68	69	69	68
Education	137	139	136	132	134	133	131	131	133	131	129	129	127
Retail/Trade and Logistics	101	105	104	104	105	103	100	100	101	101	100	100	97
Engineering, Construction and Real Estate	104	107	105	102	103	100	99	100	102	103	102	104	102
Production/Manufacturing, Automotive and Ancillary	90	92	91	91	91	90	88	89	90	91	90	91	90
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	74	74	73	73	73	73	73	73	73	73	72	73	73
Advertising, Market Research, Public Relations, Media and Entertainment	88	90	90	90	91	98	98	96	98	96	98	98	96
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	91	90
Import/Export	82	82	82	81	81	81	81	81	81	81	81	81	81
Oil and Gas	83	83	83	84	84	84	84	84	84	84	84	84	83

Annexure: Functional Area Data*

Functions	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
Software, Hardware, Telecom	82	83	81	83	82	81	83	85	86	85	86	84	83
Finance & Accounts	80	81	80	79	78	78	77	78	80	78	77	78	76
Sales & Business Development	98	100	100	98	99	97	94	94	93	94	98	94	92
Customer Service	109	112	113	114	113	112	112	112	112	117	111	112	111
Marketing & Communications	83	82	84	84	84	85	85	85	87	85	86	86	84
HR & Admin	98	97	100	100	98	96	95	96	94	94	92	93	91
Engineering /Production	108	111	109	108	108	106	105	105	107	109	108	109	106
Hospitality Roles	97	103	102	105	105	100	101	98	96	94	92	94	93
Medical Roles	117	118	118	123	124	121	120	121	117	117	116	115	114
Legal	164	157	158	157	155	152	151	149	146	145	141	140	140
Purchase/ Logistics/ Supply Chain	89	92	92	90	91	90	89	90	89	89	89	89	89

Thank you

