Insights Tracker

June 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

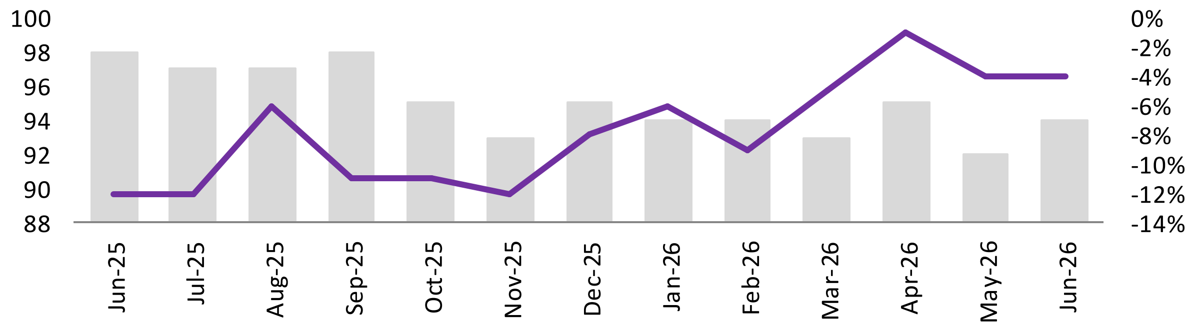
foundit Insights Tracker in Singapore records a 4% annual decline in hiring activity in June'26

- 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 1% decline over the past three months and a flat reading over the past six months point to a market that has stopped falling rather than one that has started growing. Hiring has settled into a narrow band between 92 and 95 since the start of the year, with employers replacing rather than expanding.

- Employer sentiment has improved from its recent lows, but intent is not yet translating into postings. With 58% of employers having entered the year planning to freeze headcount amid rising manpower costs, growth stays confined to consumer goods, media, and customer-facing roles, while banking, hospitality, education, and legal remain in structural retreat.

foundit Insights Tracker



	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
Index	98	97	97	98	95	93	95	94	94	93	95	92	94
YoY	-12%	-12%	-6%	-11%	-11%	-12%	-8%	-6%	-9%	-5%	-1%	-4%	-4%

Index YoY

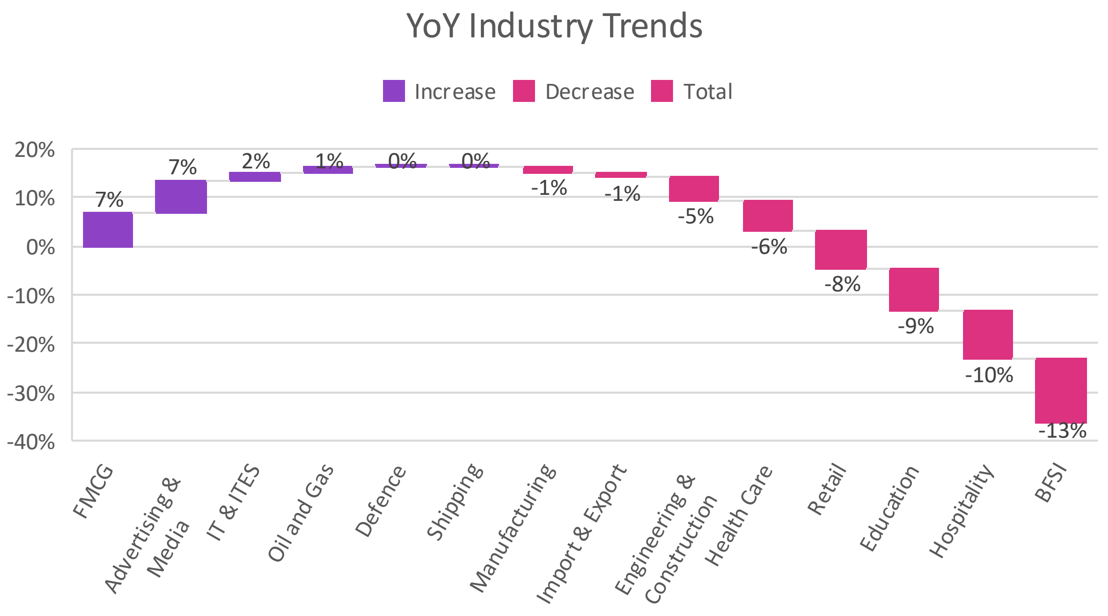
Hiring Trends – Industry*

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

- **Consumer Goods/FMCG** (+7%) posted the sharpest turnaround of the month, a rebound tied to retail sales growth returning and consumer brands rebuilding front-line and supply-side teams. **Advertising, Market Research, PR, Media & Entertainment** (+7%) held its position as the most consistent performer, with digital and social spend continuing to sustain demand. **IT, Telecom/ISP & BPO/ITES** (+2%) stayed positive as demand concentrates in specialist AI, cloud, and cybersecurity roles.

- **Government/PSU/Defence** (0%) and Shipping/Marine (0%) were flat, both returning to neutral after marginal declines in May. **Production/Manufacturing, Automotive & Ancillary** (−1%) and **Import/Export** (−1%) recorded token declines, still weighed down by soft global trade and tariff uncertainty.

- **Retail/Trade & Logistics** (−8%) deepened its fall, with reported closures of retail and F&B business closures along key business areas rising in the first quarter. **Education** (−9%) remained under sustained expenditure pressure. **Hospitality** (−10%) fell sharply as visitor arrivals dropped in May, the weakest month of 2026, and tourism receipts are forecast to decline even as arrivals hold up. **BFSI** (−13%) was the steepest faller for a second consecutive month, as major banks cut routine headcount with AI and offshoring absorbing the work, one lender alone tying roughly 4,000 role reductions over three years directly to AI.



* All figures represent percentage change between June '25 and June '26

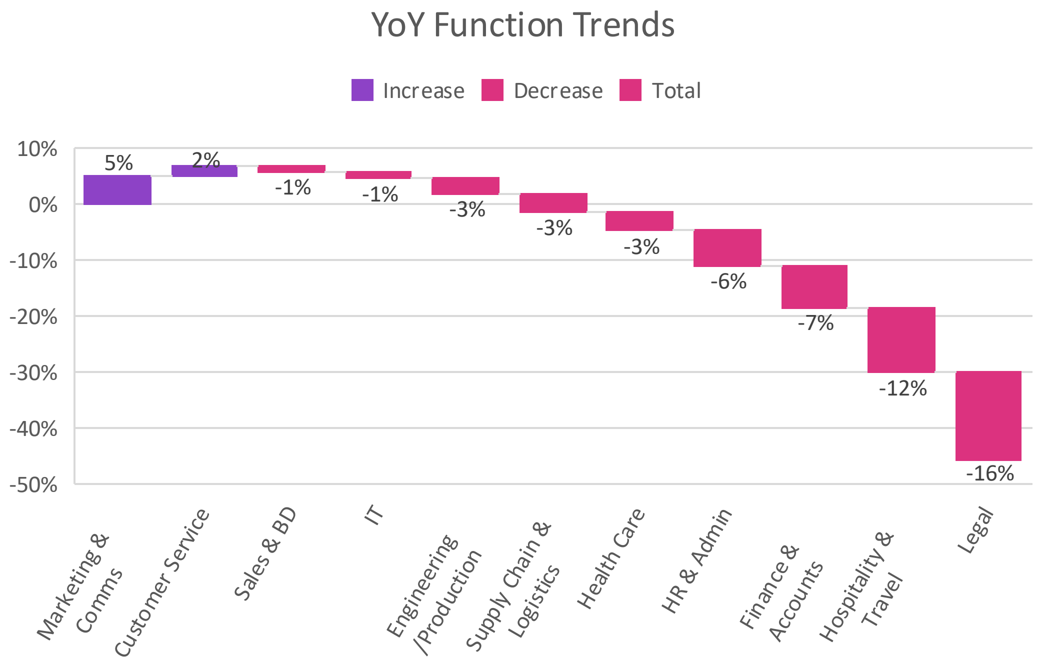
Hiring Trends - Functional Area*

2 of the 11 job functions recorded positive annual growth in hiring in June 2026.

Marketing & Communications (+5%) led all functional categories, gaining 2% month-on-month and reflecting the hiring tail of Singapore's strongest industry — advertising and media. **Customer Service** (+2%) stayed positive, supported by steady demand in service and support roles, and rose 3% over the month.

Sales & Business Development (−1%) is close to breaking even after a sharp 8% month-on-month recovery, its strongest single-month gain in over a year and an early sign that commercial teams are being rebuilt. **Software, Hardware & Telecom** (−1%) slipped marginally into negative territory despite the industry itself growing, as tech hiring narrows to specialist roles rather than volume.

HR & Admin (−6%) continued its steady retreat as organisations maintain leaner structures. **Finance & Accounts** (−7%) fell further as automation absorbs routine accounting and reporting work. **Hospitality & Travel** (−12%) dropped sharply, mirroring the tourism slowdown at industry level. **Legal** (−16%) was again the steepest: firms increasingly lean on outside counsel and run leaner in-house teams instead of adding permanent lawyers. Overall, the pattern is consistent — hiring is holding where work is customer-facing or creative, and receding where it can be automated or done with fewer people.



* All figures represent percentage change between June '25 and June '26

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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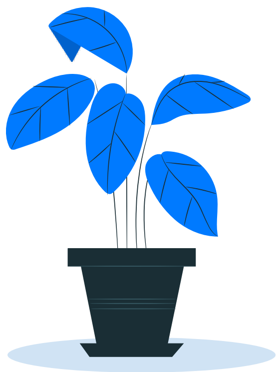

About foundit.in APAC & Middle East

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

www.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk

Annexure

Annexure: Industry Data*

Industries	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-25	Feb-26	Mar-26	Apr-26	May-26	Jun-26
IT, Telecom/ISP and BPO/ITES	121	122	123	122	119	121	123	123	123	122	123	121	123
BFSI	115	115	111	109	105	104	109	107	105	104	105	101	100
Health Care	128	127	124	126	124	121	123	121	121	120	120	119	120
Hospitality & Travel	119	119	120	119	115	116	114	112	110	108	109	108	107
Government/ PSU/ Defense	69	69	69	69	69	69	69	69	68	69	69	68	69
Education	139	136	132	134	133	131	131	133	131	129	129	127	127
Retail/Trade and Logistics	105	104	104	105	103	100	100	101	101	100	100	97	97
Engineering, Construction and Real Estate	107	105	102	103	100	99	100	102	103	102	104	102	102
Production/Manufacturing, Automotive and Ancillary	92	91	91	91	90	88	89	90	91	90	91	90	91
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	74	73	73	73	73	73	73	73	73	72	73	73	79
Advertising, Market Research, Public Relations, Media and Entertainment	90	90	90	91	98	98	96	98	96	98	98	96	96
Shipping/Marine	91	91	91	91	91	91	91	91	91	91	91	90	91
Import/Export	82	82	81	81	81	81	81	81	81	81	81	81	81
Oil and Gas	83	83	84	84	84	84	84	84	84	84	84	83	84

 * Represents Index figures

Annexure: Functional Area Data*

Functions	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
Software, Hardware, Telecom	83	81	83	82	81	83	85	86	85	86	84	83	82
Finance & Accounts	81	80	79	78	78	77	78	80	78	77	78	76	75
Sales & Business Development	100	100	98	99	97	94	94	93	94	98	94	92	99
Customer Service	112	113	114	113	112	112	112	112	117	111	112	111	114
Marketing & Communications	82	84	84	84	85	85	85	87	85	86	86	84	86
HR & Admin	97	100	100	98	96	95	96	94	94	92	93	91	91
Engineering /Production	111	109	108	108	106	105	105	107	109	108	109	106	108
Hospitality Roles	103	102	105	105	100	101	98	96	94	92	94	93	91
Medical Roles	118	118	123	124	121	120	121	117	117	116	115	114	114
Legal	157	158	157	155	152	151	149	146	145	141	140	140	138
Purchase/ Logistics/ Supply Chain	92	92	90	91	90	89	90	89	89	89	89	89	89

* Represents Index figures

Thank you

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