

monster[®]

EMPLOYMENT INDEX

UAE Report Summary; August 2018

According to the 2018 August [Monster Employment Index \(MEI\)](#), the UAE witnessed a substantial increase of 38 percent in online recruitment compared to the same period last year.

Contributing to this positive development, the BFSI industry demonstrated the highest growth at 25 percent. This was closely followed by Retail (including Trade and Logistics) and Education, which registered increases of 17 and 8 percent respectively.

On a more sombre note, Production (including Manufacturing, Automotive and Ancillary) registered the steepest decline in terms of online hiring, experiencing a 5 percent decrease from the same period last year. This was closely followed by Advertising (including Market Research, Public Relations, Media and Entertainment) and Consumer Goods (including FMCG, Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery), which suffered from losses of 4 percent and 3 percent respectively.

Looking at occupation performance, Software (including hardware and telecom) witnessed the highest growth, seeing a 29 percent increase from August 2017. This was closely followed by Finance (including Accounting) and Marketing and Communications (including Arts and Creative), which benefitted from increases of 26 and 19 percent respectively. Health Care registered the steepest decline in the occupation category, suffering from a 7 percent drop in performance while Customer Service and Hospitality (including Travel) witnessed slight increases of 4 and 6 percent respectively.

On a regional level, the IT (including Telecom and ISP) industry recorded the strongest growth at 45 percent. This was followed closely by Production (including Manufacturing, Automotive and Ancillary) and Oil/Gas, which surged by 37 and 33. BFSI grew by 23 percent while Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) experienced a moderate 10 percent increase. Looking at industries that experienced the smallest growth, Health Care benefitted from an 8 percent increase while Retail (including Trade and Logistics) and Engineering (including Construction and Real Estate) both registered an equal increase of 7 percent. Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) witnessed the smallest increase at 6 percent while Advertising (including Market Research, Public Relations, Media and Entertainment) remains unchanged.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 50 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 47 and 44 percent respectively. Software (including Hardware and Telecom) and Customer Service profited from a 34 and 26 percent increase respectively. In terms of the lowest growing

occupations, the Engineering (including Production) and Sales (including Business Development) industries witnessed increase of 18 and 15 percent in the regional occupation category. Purchase (including Logistics, Supply and Chain) registered a moderate growth of 10 percent, followed by Hospitality (including Travel) and Health Care witnessing increases of 7 percent and 6 percent respectively.

In the wider GCC region, Bahrain registered commendable growth in online hiring activity, at 31 percent. Kuwait followed closely, recording a 24 percent growth, while Saudi Arabia benefited from a 22 percent increase. According to the August [MEI](#), Oman and Qatar registered an equal 7 percent increase and the exhibits the most restrained year-on-year growth among the countries monitored by the [Index](#).

About the [Monster Employment Index](#)

Launched in April 2011 with data collected since October 2010, the [Monster Employment Index](#) is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by [Monster.com](#). Based on a real-time review of tens of thousands of employer job opportunities culled from a large, representative selection of online career outlets, including [Monster Gulf](#), the [Monster Employment Index](#) presents a snapshot of employer online recruitment activity nationwide. Monster has taken due care in compiling and processing the data available from various sources for [Monster Employment Index](#), 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 results obtained from the use of such information.

About Monster APAC & Gulf

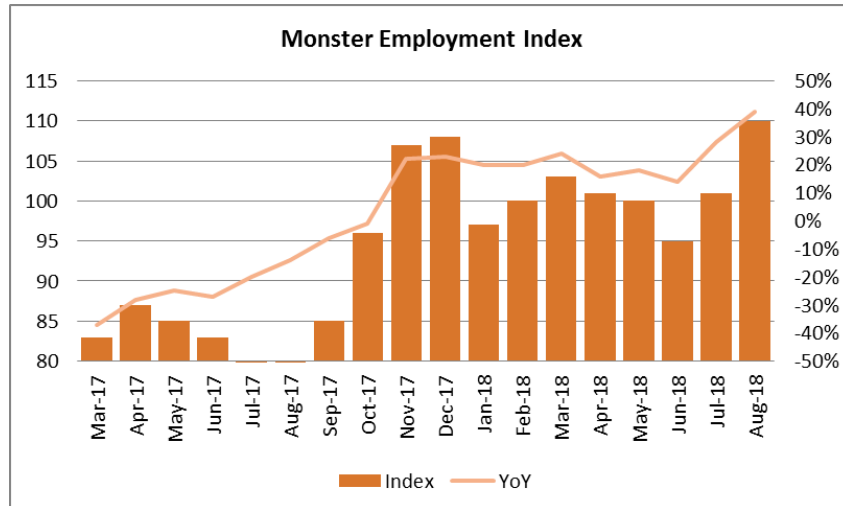
[Monster](#), for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

[Monster](#) in APAC & Gulf started its operations with India, in 2001 and has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia. In India it is headquartered in Hyderabad, and has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

[Monster](#) continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

To learn more about Monster in APAC & Gulf, visit: www.monsterindia.com | www.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

MEI DATA



Monster Employment Index Middle East results for the past 18 months are as follows:

Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Y-o-Y
83	87	85	83	79	79	85	96	107	108	97	100	103	101	100	95	101	110	39 %

Industry Year-over-Year Trends: Online recruitment activity exceeded the year-ago level in eleven of the twelve sectors monitored by the Index.

- **IT and Telecom/ISP** registered the steepest increase in online recruitment activity among all monitored sectors. Demand on the year increased by 45 percent while month-on-month the sector exhibited 13 percent growth increase in hiring activity.
- **Production/Manufacturing, Automotive and Ancillary** was next most actively hiring industry on a year-on-year basis. The growth momentum paced up from 30 percent in July to 37 percent in August. Demand on the month increased by eight percent. There been a 33 percent growth in hiring activity in the sector in the past three-month.
- **BFSI** sector saw an upsurge in hiring activity this month. Year-on-year growth rate improved from eight percent in July to 23 percent in August 2018; this is the highest growth recorded in the past four months. Month-on-month demand stepped up by 10 percent. Three-month and six-month growth trend, however, continued to be negative.
- Online hiring activity appears to have rebounded in **Retail/Trade and Logistics** (up seven percent) as well as in **Engineering, Construction and Real Estate** (up seven percent) sectors as they record the second consecutive growth on the year. Each of these monitored sector also witnessed increased demand on the month; up one percent and four percent respectively.

- Among others, year-on-year demand vis-à-vis past month strengthened in **Hospitality** (up nine percent); **Education** (up nine percent) and **Health Care** (up eight percent) sectors. **Advertising, Market Research, Public Relations, Media and Entertainment** continued to be most vulnerable of the monitored sectors. Following July trend, online demand matched the year-ago level even in August. Nevertheless, monthly demand exhibited marginal growth of two percent.

Top Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
IT and Telecom/ISP	166	240	45%
Production/Manufacturing, Automotive and Ancillary	91	125	37%
Oil and Gas	60	80	33%
BFSI	74	91	23%
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	146	160	10%

Lowest Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Health Care	126	136	8%
Retail/Trade and Logistics	67	72	7%
Engineering, Construction and Real Estate	109	117	7%
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	108	6%
Advertising, Market Research, Public Relations, Media and Entertainment	64	64	0%

Occupation Year-over-Year Trends: All 11 occupation group monitored by the Index registered increase in demand on the year.

- Aligning with increased hiring activity in BFSI, demand for **Finance and Account** professionals saw the strongest upsurge on the year; up 50 percent. All other growth parameters indicated increased demand for the job role; up 12 percent (month-on-month), up 18 percent (three-month basis) and up 29 percent (six-month basis).
- There was a sharp rise in demand for **Marketing & Communications/Arts/Creative**; and **Software, Hardware, Telecom** professionals as well. The year-on-year growth momentum for Marketing & Communications/Arts/Creative paced up 12 points from 35 percent in July to 47 percent in August. In case of Software, Hardware, Telecom professionals the growth rate paced up 15 points from 19 percent in July to 34 percent in August. Monthly demand increased by 11 percent and 12 percent respectively. **HR & Admin.** registering a year-on-year growth of 44 percent was also among the most-sought after job role.
- Among all monitored occupation group, the least year-on-year growth was registered for **Hospitality and Travel** (up seven percent) and **Health Care** (up six percent) personnel. Neither of these job roles witnessed an increase in monthly hiring activity.

Top Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Finance and Account	56	84	50%
Marketing & Communications/Arts/Creative	98	144	47%

Lowest Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Engineering and Production	103	122	18%
Sales and BD	73	84	15%

HR & Admin.	52	75	44%
Software, Hardware, Telecom	155	208	34%
Customer service	61	77	26%

Purchase / Logistics / Supply Chain	91	100	10%
Hospitality and Travel	83	89	7%
Health Care	94	100	6%

Geographic Year-over-year Trends: Online demand exceeded the year-ago level in all seven countries monitored by the Index.

- **UAE** (up 38 percent) climbed up the ladder to lead all monitored in online recruitment on a year-on-year basis. UAE also registered the steepest rise in month-on-month e-recruitment activity; up 13 percent. The region has seen a 40 percent increase in online hiring activity in the past six-months.
- **Bahrain** (up 31 percent) and **Kuwait** (up 24 percent) followed closely exhibiting improved year-on-year growth trend. Growth momentum paced up six percentage points respectively between July and August in each of the two countries. Bahrain registered a month-on-month increase of four percent while Kuwait registered six percent increase in hiring activity on the month.
- Year-on-year growth rate in **KSA** (up 22 percent) was relatively stable when compared to the previous month. Month-on-month, demand increased by an additional five percent.
- **Oman** (up seven percent) and **Qatar** (up seven percent) exhibited the most restrained growth on a year-on-year basis, among the seven countries monitored by the Index.

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
UAE	56	77	38%
Bahrain	84	110	31%
Kuwait	90	112	24%
KSA	92	112	22%
Egypt	80	95	19%
Oman	107	115	7%
Qatar	84	90	7%

COUNTRY-WISE TRENDS

KSA Highlights

- Monster Employment Index **KSA** registers 22 percent growth on the year.
- **Production/Manufacturing, Automotive and Ancillary** lead all monitored industry sectors by the way of long-term growth
- Online recruitment in **Hospitality** is most controlled among all monitored sectors. E-recruitment activity matches the year-ago level.
- Among occupational groups, **Marketing & Communications/Arts/Creative** register the most notable increase in demand, year-on-year.

KSA Top Growth Industries

KSA Lowest Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	74	94	27%
IT and Telecom/ISP	123	155	26%
Advertising, Market Research, Public Relations, Media and Entertainment	106	128	21%

KSA Top Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	104	155	49%
Software, Hardware, Telecom	150	205	37%
Engineering and Production	90	115	28%

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Education	105	108	3%
Engineering, Construction and Real Estate	105	107	2%
Hospitality	83	83	0%

KSA Lowest Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	85	94	11%
Health Care	113	121	7%
Hospitality and Travel	89	78	-12%

UAE Highlights

- Monster Employment Index **UAE** registers 38 percent increase from the year-ago.
- Year-on-year, **BFSI** registers the most notable growth.
- **Production/Manufacturing, Automotive and Ancillary** witnesses the steepest annual decline.
- **Software, Hardware, Telecom** most in-demand job role on a year-on-year basis.

UAE Top Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
BFSI	77	96	25%
Retail/Trade and Logistics	92	108	17%
Education	99	107	8%

UAE Lowest Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	179	174	-3%
Advertising, Market Research, Public Relations, Media and Entertainment	76	73	-4%
Production/Manufacturing , Automotive and Ancillary	102	97	-5%

UAE Top Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
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UAE Lowest Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
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Software, Hardware, Telecom	110	142	29%
Finance and Account	43	54	26%
Marketing & Communications/Arts/Creative	104	124	19%

Hospitality and Travel	62	66	6%
Customer service	54	56	4%
Health Care	81	75	-7%

By Industry

	2017					2018							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering, Construction and Real Estate	109	119	123	131	134	126	121	116	112	112	118	113	117
BFSI	74	91	95	105	99	91	94	96	92	92	89	83	91
Production/Manufacturing, Automotive and Ancillary	91	88	95	99	100	97	93	96	97	94	101	116	125
Retail/Trade and Logistics	67	69	70	74	72	74	75	73	71	69	69	71	72
Oil and Gas	60	62	65	68	61	59	59	61	62	68	66	76	80
IT and Telecom/ISP	166	167	181	216	225	219	210	204	208	206	201	212	240
Hospitality	78	78	80	83	82	82	83	82	89	83	84	84	85
Education	100	101	105	108	124	114	114	113	112	110	112	109	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	101	109	111	110	108	106	107	102	101	109	110	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	146	147	151	155	161	165	164	166	169	163	159	153	160
Health Care	126	133	137	139	140	135	137	131	134	132	130	126	136
Advertising, Market Research, Public Relations, Media and Entertainment	64	65	67	67	67	66	63	64	63	63	63	63	64

By Occupation

	2017					2018							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering and Production	103	109	115	124	125	115	115	117	116	116	109	116	122
Finance and Account	56	61	62	68	65	60	65	69	68	71	69	75	84
HR & Admin.	52	55	61	72	70	60	61	68	65	68	66	73	75
Sales and BD	73	75	82	91	84	81	85	85	83	81	79	84	84
Purchase / Logistics / Supply Chain	91	92	95	98	101	94	93	94	93	92	91	91	100
Hospitality and Travel	83	84	83	86	86	87	88	90	89	89	88	89	89
Health Care	94	102	103	105	104	98	100	94	98	97	96	100	100
Software, Hardware, Telecom	155	169	170	172	178	153	159	169	171	168	159	185	208
Marketing & Communications/Arts/Creative	98	102	101	105	109	94	102	114	114	107	102	130	144
Customer service	61	62	67	69	65	62	66	68	62	60	65	72	77
Legal	89	96	93	99	99	90	96	104	99	100	109	109	109



KSA Report Summary; August 2018

According to the 2018 August [Monster Employment Index \(MEI\)](#), Saudi Arabia has registered a 22 percent increase in online recruitment compared to the same period last year.

Contributing to this growth, Production (including Manufacturing, Automotive and Ancillary) represented the most active industry in Saudi Arabia, seeing a significant plus of 27 percent. This was followed by and IT (including Telecom and ISP) and Advertising (including Market Research, Public Relations, Media and Entertainment), recording increases of 26 and 21 percent respectively. In terms of industries that registered the lowest growth in the Kingdom, Education and Engineering (including Construction and Real Estate) saw increases of 3 and 2 percent respectively, while Hospitality remains unchanged according to the latest [Monster Employment Index \(MEI\)](#).

Looking at the top performing occupations, Marketing and Communications (including Arts and Creative) was the most sought-after job role, witnessing a substantial increase of 49 percent from August 2017. This was followed closely by Software, Hardware and Telecom and Engineering (including Production)

profiting from raises of 37 percent and 28 percent respectively. Looking at the lowest growing occupations, Hospitality (including Travel) witnessed the steepest decline, suffering from a 12 percent decrease. Purchase (including Logistics) benefitted from an 11 percent increase, followed by Health Care which saw a slight increase of 7 percent from August 2017.

On a regional level, the IT (including Telecom and ISP) industry recorded the strongest growth at 45 percent. This was followed closely by Production (including Manufacturing, Automotive and Ancillary) and Oil/Gas, which surged by 37 and 33. BFSI grew by 23 percent while Consumer Goods (including FMCG and Food and Packaged Food, Home Appliances, Garments, Textiles, Leather, Gems and Jewellery) experienced a moderate 10 percent increase. Looking at industries that experienced the smallest growth, Health Care benefitted from an 8 percent increase while Retail (including Trade and Logistics) and Engineering (including Construction and Real Estate) both registered an equal increase of 7 percent. Chemicals (including Plastic, Rubber, Paints, Fertilizer and Pesticides) witnessed the smallest increase at 6 percent while Advertising (including Market Research, Public Relations, Media and Entertainment) remains unchanged.

In terms of occupations, Finance (including Accounting) benefitted from a substantial 50 percent increase, followed by Marketing and Communications (including Arts and Creative) and HR (including Admin), which saw increases of 47 and 44 percent respectively. Software (including Hardware and Telecom) and Customer Service profited from a 34 and 26 percent increase respectively. In terms of the lowest growing occupations, the Engineering (including Production) and Sales (including Business Development) industries witnessed increase of 18 and 15 percent in the regional occupation category. Purchase (including Logistics, Supply and Chain) registered a moderate growth of 10 percent, followed by Hospitality (including Travel) and Health Care witnessing increases of 7 percent and 6 percent respectively.

In the wider GCC region, the UAE registered commendable growth in online hiring activity at 38 percent, followed closely by Bahrain at 31 percent. Kuwait recorded a 24 percent growth, while Saudi Arabia benefited from a 22 percent increase. According to the August [MEI](#), Oman and Qatar registered an equal 7 percent increase and exhibits the most restrained year-on-year growth among the countries monitored by the [Index](#).

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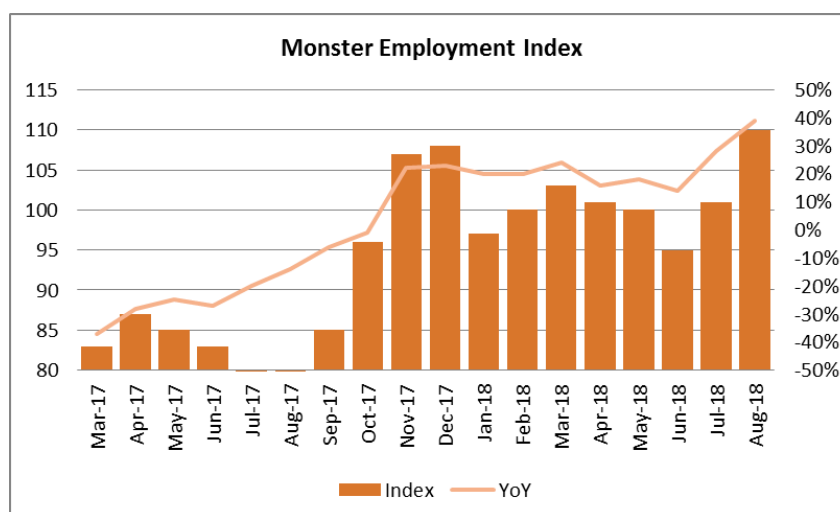
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- **Production/Manufacturing, Automotive and Ancillary** was next most actively hiring industry on a year-on-year basis. The growth momentum paced up from 30 percent in July to 37 percent in August. Demand on the month increased by eight percent. There been a 33 percent growth in hiring activity in the sector in the past three-month.
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Occupation Year-over-Year Trends: All 11 occupation group monitored by the Index registered increase in demand on the year.

- Aligning with increased hiring activity in BFSI, demand for **Finance and Account** professionals saw the strongest upsurge on the year; up 50 percent. All other growth parameters indicated increased demand for the job role; up 12 percent (month-on-month), up 18 percent (three-month basis) and up 29 percent (six-month basis).
- There was a sharp rise in demand for **Marketing & Communications/Arts/Creative**; and **Software, Hardware, Telecom** professionals as well. The year-on-year growth momentum for Marketing & Communications/Arts/Creative paced up 12 points from 35 percent in July to 47 percent in August. In case of Software, Hardware, Telecom professionals the growth rate paced up 15 points from 19 percent in July to 34 percent in August. Monthly demand increased by 11 percent and 12 percent respectively. **HR & Admin.** registering a year-on-year growth of 44 percent was also among the most-sought after job role.
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Egypt	80	95	19%
Oman	107	115	7%
Qatar	84	90	7%

COUNTRY-WISE TRENDS

KSA Highlights

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- Online recruitment in **Hospitality** is most controlled among all monitored sectors. E-recruitment activity matches the year-ago level.
- Among occupational groups, **Marketing & Communications/Arts/Creative** register the most notable increase in demand, year-on-year.

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Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Production/Manufacturing, Automotive and Ancillary	74	94	27%
IT and Telecom/ISP	123	155	26%
Advertising, Market Research, Public Relations, Media and Entertainment	106	128	21%

KSA Lowest Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Education	105	108	3%
Engineering, Construction and Real Estate	105	107	2%
Hospitality	83	83	0%

KSA Top Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Marketing & Communications/Arts/Creative	104	155	49%
Software, Hardware, Telecom	150	205	37%
Engineering and Production	90	115	28%

KSA Lowest Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Purchase / Logistics / Supply Chain	85	94	11%
Health Care	113	121	7%
Hospitality and Travel	89	78	-12%

UAE Highlights

- Monster Employment Index **UAE** registers 38 percent increase from the year-ago.
- Year-on-year, **BFSI** registers the most notable growth.

- **Production/Manufacturing, Automotive and Ancillary** witnesses the steepest annual decline.
- **Software, Hardware, Telecom** most in-demand job role on a year-on-year basis.

UAE Top Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
BFSI	77	96	25%
Retail/Trade and Logistics	92	108	17%
Education	99	107	8%

UAE Lowest Growth Industries

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	179	174	-3%
Advertising, Market Research, Public Relations, Media and Entertainment	76	73	-4%
Production/Manufacturing , Automotive and Ancillary	102	97	-5%

UAE Top Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Software, Hardware, Telecom	110	142	29%
Finance and Account	43	54	26%
Marketing & Communications/Arts/Creative	104	124	19%

UAE Lowest Growth Occupations

Year-over-year Growth	Aug 17	Aug 18	% Growth Y-o-Y
Hospitality and Travel	62	66	6%
Customer service	54	56	4%
Health Care	81	75	-7%

By Industry

	2017					2018							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering, Construction and Real Estate	109	119	123	131	134	126	121	116	112	112	118	113	117

BFSI	74	91	95	105	99	91	94	96	92	92	89	83	91
Production/Manufacturing, Automotive and Ancillary	91	88	95	99	100	97	93	96	97	94	101	116	125
Retail/Trade and Logistics	67	69	70	74	72	74	75	73	71	69	69	71	72
Oil and Gas	60	62	65	68	61	59	59	61	62	68	66	76	80
IT and Telecom/ISP	166	167	181	216	225	219	210	204	208	206	201	212	240
Hospitality	78	78	80	83	82	82	83	82	89	83	84	84	85
Education	100	101	105	108	124	114	114	113	112	110	112	109	109
Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides	102	101	109	111	110	108	106	107	102	101	109	110	108
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	146	147	151	155	161	165	164	166	169	163	159	153	160
Health Care	126	133	137	139	140	135	137	131	134	132	130	126	136
Advertising, Market Research, Public Relations, Media and Entertainment	64	65	67	67	67	66	63	64	63	63	63	63	64

By Occupation

	2017					2018							
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Engineering and Production	103	109	115	124	125	115	115	117	116	116	109	116	122
Finance and Account	56	61	62	68	65	60	65	69	68	71	69	75	84
HR & Admin.	52	55	61	72	70	60	61	68	65	68	66	73	75
Sales and BD	73	75	82	91	84	81	85	85	83	81	79	84	84
Purchase / Logistics / Supply Chain	91	92	95	98	101	94	93	94	93	92	91	91	100
Hospitality and Travel	83	84	83	86	86	87	88	90	89	89	88	89	89
Health Care	94	102	103	105	104	98	100	94	98	97	96	100	100
Software, Hardware, Telecom	155	169	170	172	178	153	159	169	171	168	159	185	208
Marketing & Communications/Arts/Creative	98	102	101	105	109	94	102	114	114	107	102	130	144
Customer service	61	62	67	69	65	62	66	68	62	60	65	72	77
Legal	89	96	93	99	99	90	96	104	99	100	109	109	109