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# Employment Index

Dec 2020

## Hiring Trends in Gulf



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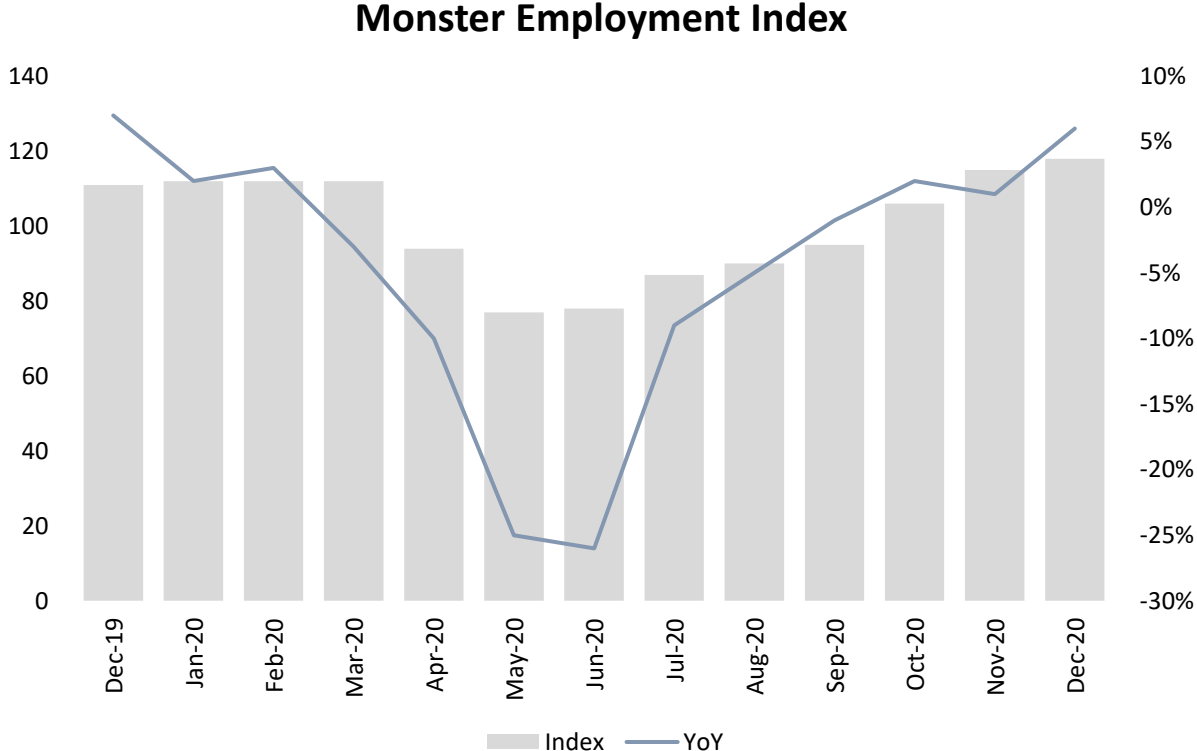


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# Key Highlights of the Month

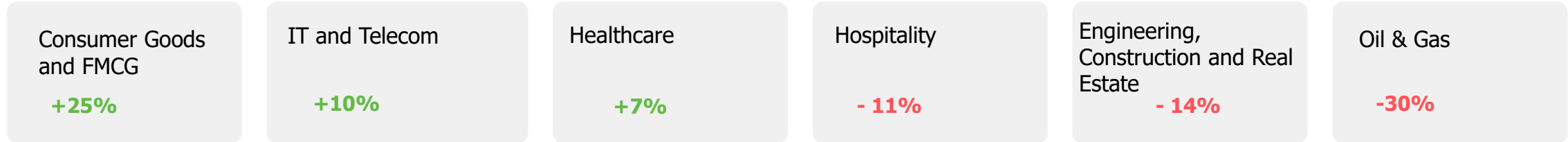
## Monster Employment Index Gulf witnesses year-on-year surge of 6% in December 2020

- ✓ The Monster Employment Index (MEI) marked inclination to 118 in December 2020 from 111 in December 2019.
- ✓ Month-on-month, uptrend of 3% was registered; November 2020 saw an index of 115. The trend highlights growing market in hiring amongst employers.

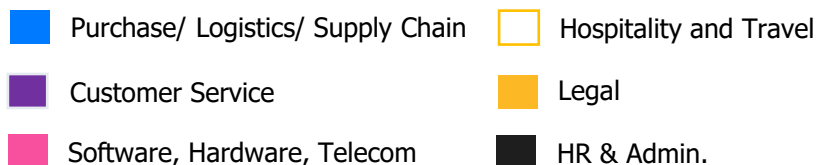
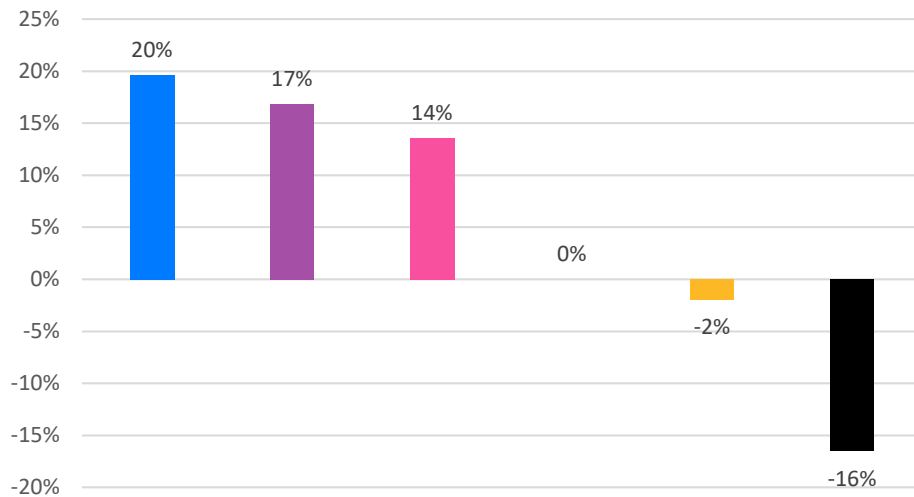


# Hiring Trends – Summary\*

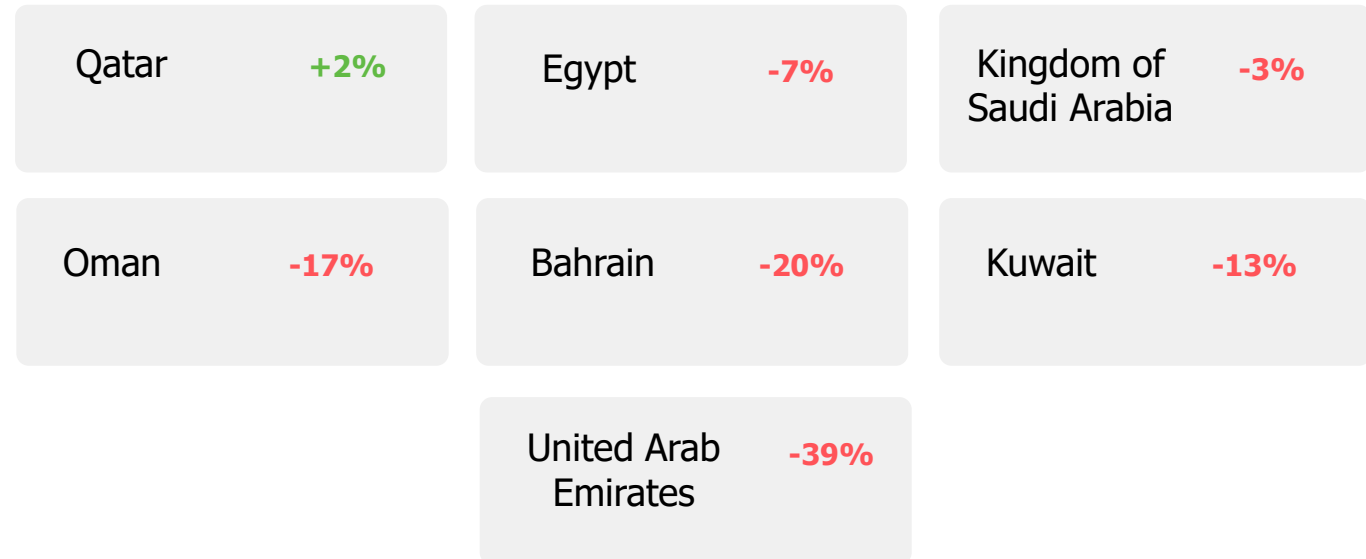
## INDUSTRY



## FUNCTIONAL AREA



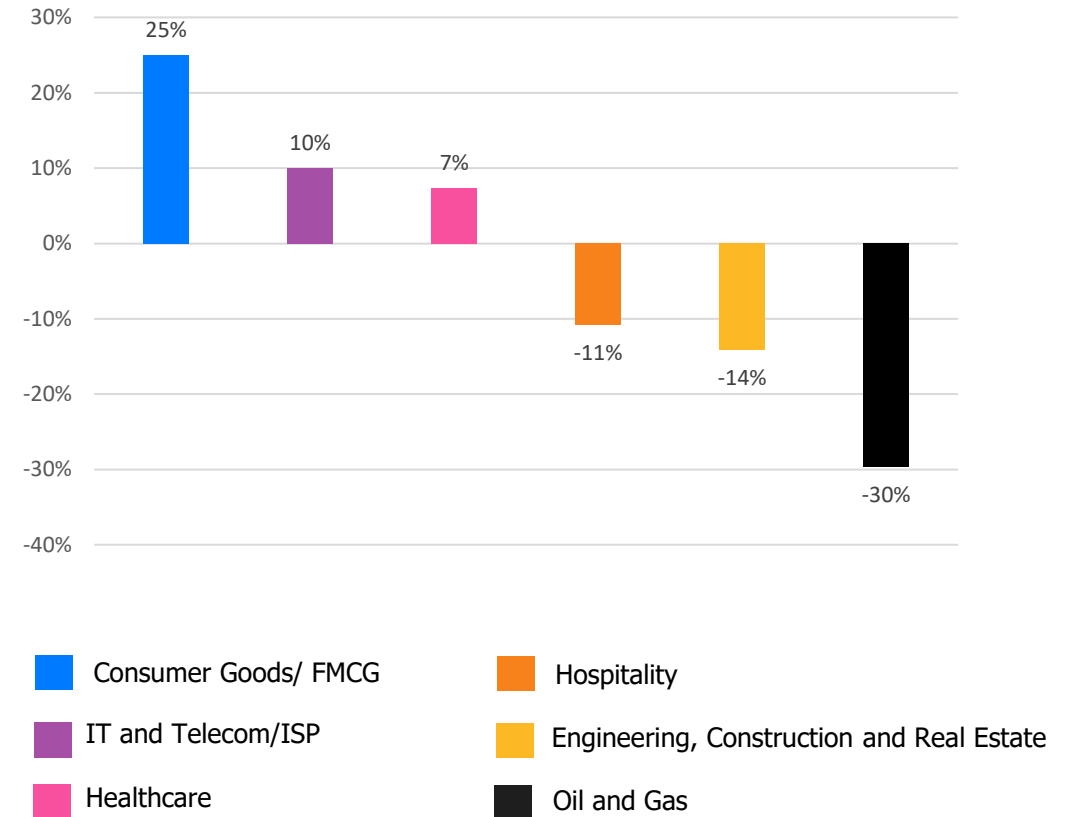
## ACROSS REGION



# Hiring Trends – Industry\*

Online hiring demand in December`20 exceeded December`19 level in 5 of the 13 Industries monitored by the Index

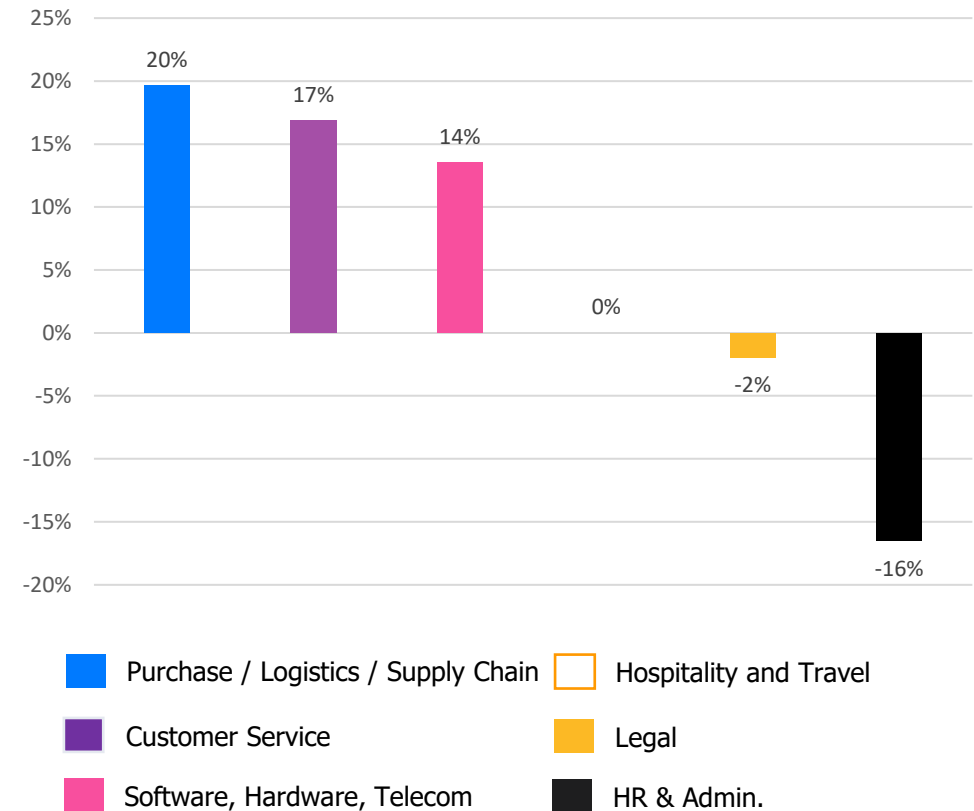
- ✓ **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry (+25%)** registered the most-notable annual growth among industries in December 2020. This was followed by **IT and Telecom/ISP (+10%)** and **Healthcare (+7%)**.
- ✓ Whereas **Oil and Gas (-30%)**, **Engineering, Construction and Real Estate (-14%)** and **Hospitality (-11%)**, continued to register the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include- **Education (+6%)**, **Advertising, Market Research, Public Relations, Media and Entertainment (-2%)**, **Retail/Trade and Logistics (-3%)** and **Production/Manufacturing, Automotive and Ancillary (-6%)** among others.



# Hiring Trends - Functional Area\*

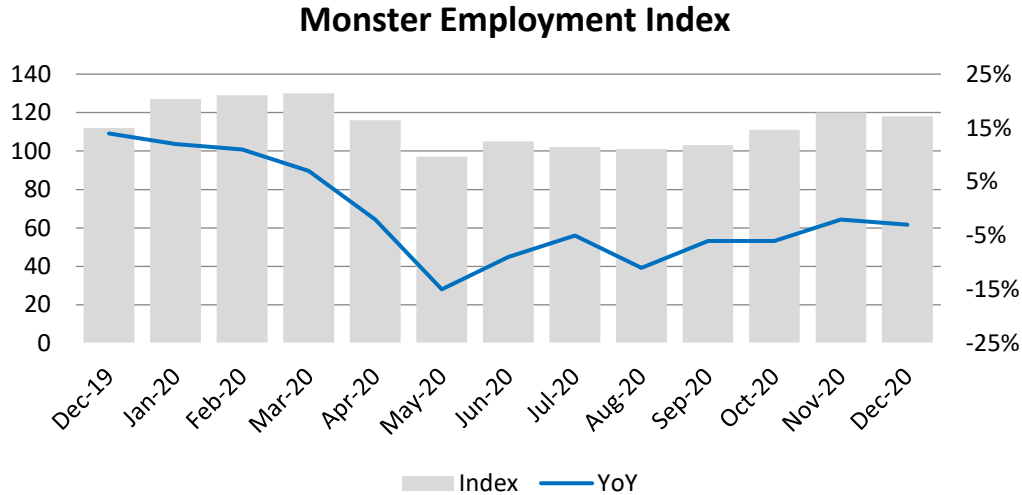
Annual online demand for professionals increased in 9 of the 11 functional areas monitored by the Index

- ✓ Online demand for professionals increased in job-role vis-à-vis **Purchase/ Logistics/ Supply Chain** (+20%), and **Customer Service** (+17%) and **Software, Hardware, Telecom** (+14%) .
- ✓ The job-roles such as **HR & Admin** (-16%), **Legal** (-2%) and **Hospitality and Travel** (0%), still saw the year-on-year decline in December 2020.
- ✓ Some of the functional areas that are saw growth include- **Marketing & Communications/Arts/Creative** (+13%), **Engineering and Production** (+11%), **Healthcare** (+8%), **Sales and BD** (+7%) and **Finance and Account** (+5%) among others.

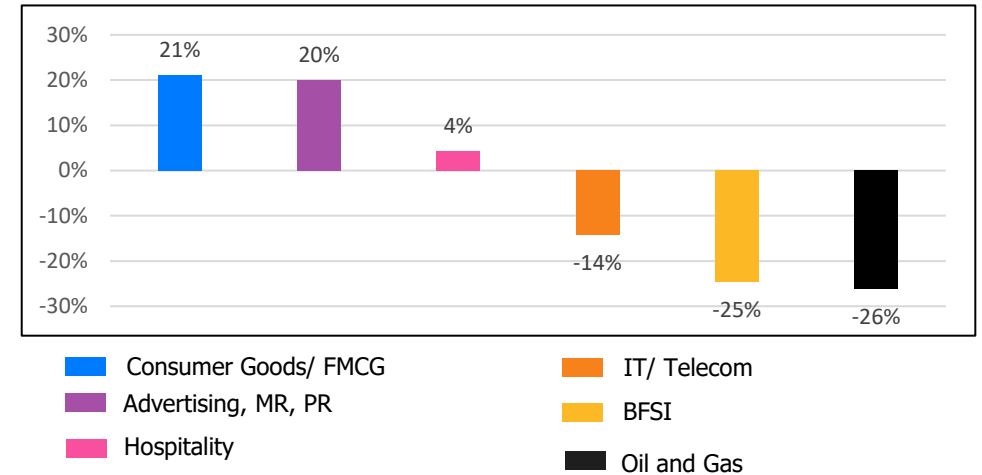


# Hiring Trends – Kingdom of Saudi Arabia \*

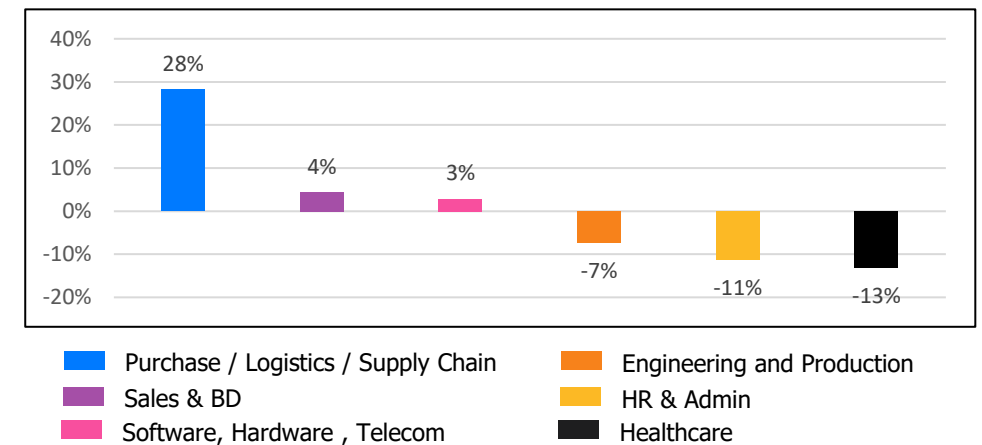
Monster Employment Index KSA records decline of 3% in December'20 from the year-ago level this month as well.



## Industry Trend



## Functional Area Trend



- ✓ The Monster Employment Index KSA decreased to 118 in December 2020 from 122 in December 2019.
- ✓ Among the industries, **Consumer Goods/FMCG** (+21%) led annual growth; whereas, **Oil and Gas** (-26%) continued to decline.
- ✓ Among functions, **Purchase / Logistics / Supply Chain** (+28%) saw a hike and **Healthcare** (-13%) showed a dip among all in online demand for talent.

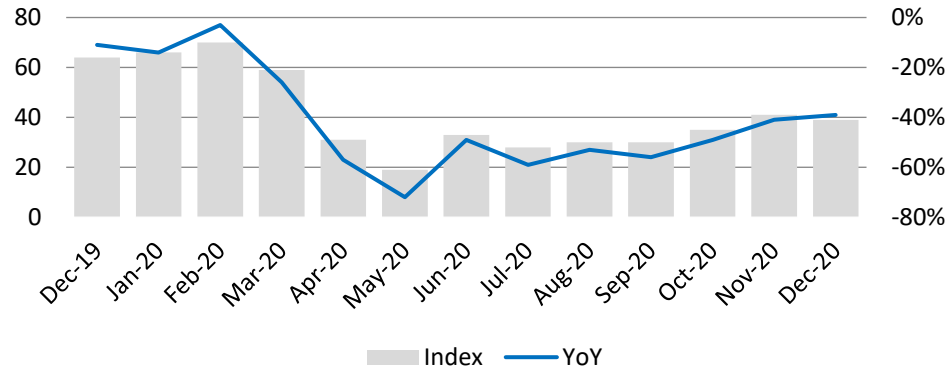
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\* All figures represent percentage change between December'19 and December'20

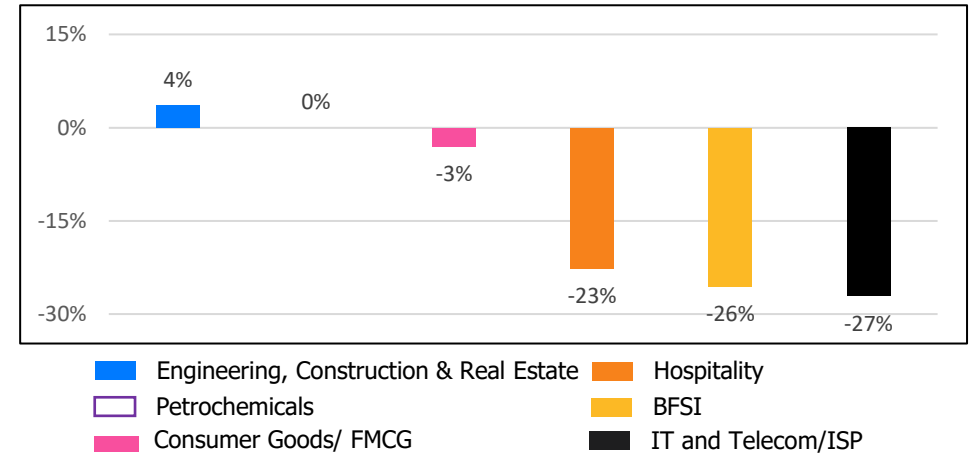
# Hiring Trends – United Arab Emirates\*

Monster Employment Index UAE witnesses decline of 39% between December'19 and December'20

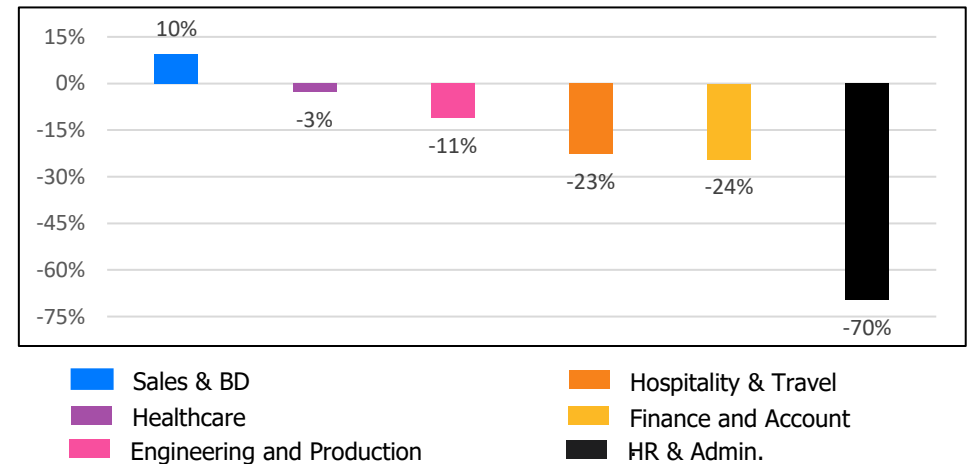
### Monster Employment Index



### Industry Trend



### Functional Area Trend



- ✓ The Monster Employment Index UAE decreased to 39 in December 2020 from 64 in December 2019.
- ✓ Among the industries, **Engineering, Construction and Real Estate** (+4%) showed highest annual growth. The most affected industry was **IT and Telecom/ISP** (-27%).
- ✓ Among functions, **Sales and BD** (+10%) saw an incline while **HR & Admin.** (-70%) saw a huge decline annually in December 2020.

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\* All figures represent percentage change between December'19 and December'20



# Data & Methodology

The Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity conducted by Monster India. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide.

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.

Monster Employment Index was first launched in India in May 2010 with data collected since October 2009 followed by Gulf in April 2011 with data collected since October 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

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 result obtained from the use of such information.



# About Monster APAC & Gulf

Monster is a leading online career and recruitment resource, and with its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster started its operations with India in 2001 and today 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 more than 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. 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](http://www.monsterindia.com)

[www.monster.com.my](http://www.monster.com.my)

[www.monstergulf.com](http://www.monstergulf.com)

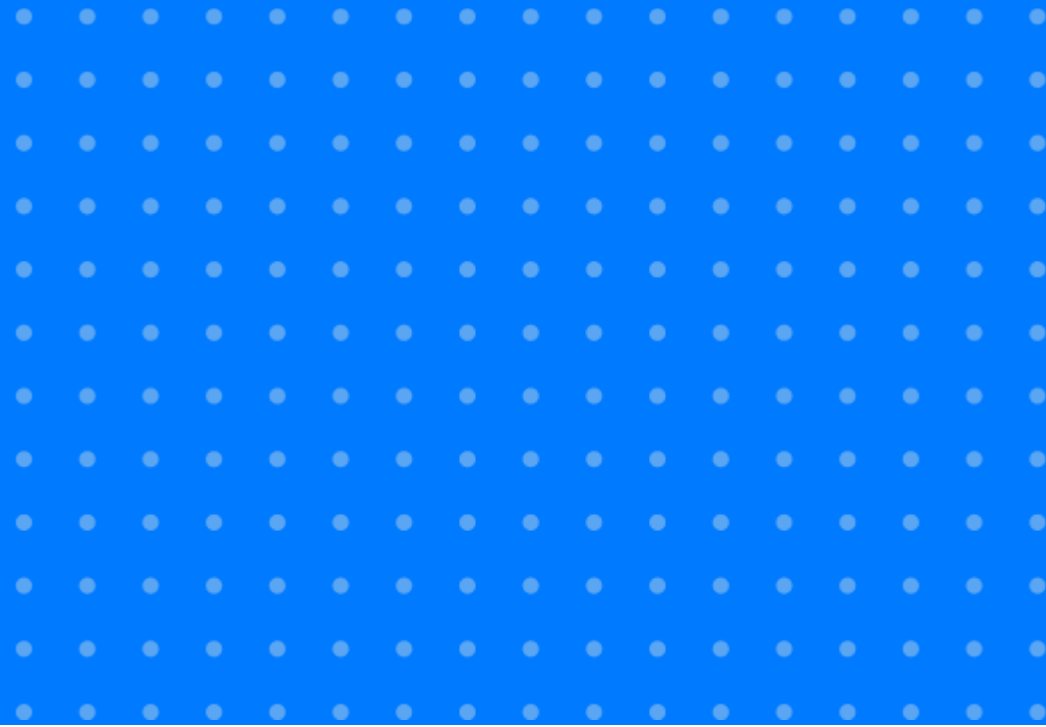
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# Annexure



# Annexure: All Gulf Industry Data\*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering, Construction and Real Estate	99	100	94	89	83	78	82	85	88	88	95	95	85
BFSI	89	88	89	92	81	78	83	85	84	86	99	91	89
Production/Manufacturing, Automotive and Ancillary	94	95	85	86	78	74	78	82	88	90	89	86	88
Retail/Trade and Logistics	74	73	79	79	67	58	52	54	59	58	67	71	72
Oil and Gas	64	66	85	84	78	68	65	52	51	53	52	50	45
IT and Telecom/ISP	221	248	287	284	260	235	215	219	218	224	241	246	243
Hospitality	92	93	98	96	83	76	75	76	78	79	81	83	82
Education	109	115	121	122	116	108	110	109	110	109	110	113	115
Petrochemicals	109	109	106	105	97	93	100	98	97	97	103	108	99
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	156	160	177	175	153	137	163	172	170	172	189	195	195
Health Care	136	146	138	138	135	133	141	144	147	147	153	160	146
Advertising, Market Research, Public Relations, Media and Entertainment	63	64	67	67	62	59	59	65	63	62	64	64	62

# Annexure: All Gulf Functional Area Data\*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering and Production	92	94	92	90	85	79	81	81	85	87	92	94	102
Finance and Account	94	84	83	84	70	60	68	74	78	82	96	88	99
HR & Admin.	97	96	104	107	82	60	57	62	65	67	77	79	81
Sales and BD	98	97	98	98	81	68	70	75	81	83	89	97	105
Purchase / Logistics / Supply Chain	112	109	108	109	96	87	92	97	103	107	124	124	134
Hospitality and Travel	117	113	126	125	106	91	89	92	100	100	105	112	117
Health Care	118	125	129	120	111	109	111	117	117	117	125	127	128
Software, Hardware, Telecom	221	218	223	222	184	143	146	176	186	195	209	234	251
Marketing & Communications/Arts/Creative	149	144	150	151	127	107	105	117	128	134	149	162	169
Customer service	95	88	100	99	74	64	58	67	72	80	97	104	111
Legal	103	90	97	96	79	80	82	88	92	97	105	101	101

# Annexure: KSA Industry Data \*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering, Construction and Real Estate	117	116	110	114	105	95	96	95	96	98	99	102	102
BFSI	179	167	164	167	158	147	139	137	142	136	135	135	135
Production/Manufacturing, Automotive and Ancillary	99	94	90	89	79	72	78	82	87	91	100	91	89
Retail/Trade and Logistics	89	92	92	92	89	84	76	73	73	74	85	88	92
Oil and Gas	111	109	117	113	109	106	97	92	87	86	83	83	82
IT and Telecom/ISP	210	215	214	207	195	185	177	174	174	159	182	179	180
Hospitality	93	92	93	99	85	80	77	80	84	87	96	96	97
Education	99	113	113	105	100	98	98	95	96	96	95	93	92
Petrochemicals	107	107	100	102	99	98	105	103	100	101	102	100	97
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	152	167	182	173	158	147	152	159	155	161	179	177	184
Health Care	200	213	201	195	185	182	185	190	189	185	211	223	180
Advertising, Market Research, Public Relations, Media and Entertainment	180	183	192	188	183	176	182	177	166	170	200	206	216

# Annexure: KSA Functional Area Data \*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering and Production	94	103	102	104	93	76	87	80	78	79	81	89	87
Finance and Account	140	135	135	140	129	104	117	114	131	130	123	133	134
HR & Admin.	106	110	104	110	100	86	93	89	91	91	95	96	94
Sales and BD	135	144	148	155	132	106	110	107	123	127	135	138	141
Purchase / Logistics / Supply Chain	85	99	97	102	89	75	85	82	94	93	109	112	109
Hospitality and Travel	103	110	120	122	105	75	81	78	92	106	103	109	96
Health Care	152	157	154	147	137	134	138	138	136	136	143	148	132
Software, Hardware, Telecom	208	233	215	224	200	175	179	171	177	175	195	220	214
Marketing & Communications/Arts/Creative	135	139	151	152	136	107	122	116	124	126	135	150	138

# Annexure: UAE Industry Data \*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering, Construction and Real Estate	57	67	56	59	48	49	46	45	51	55	62	62	59
BFSI	90	99	87	86	62	67	68	70	72	72	71	74	67
Production/Manufacturing, Automotive and Ancillary	86	89	73	79	71	68	69	69	71	67	70	69	67
Retail/Trade and Logistics	69	77	74	72	48	48	40	40	45	53	61	63	65
Oil and Gas	69	64	69	65	60	60	57	54	55	55	56	56	54
IT and Telecom/ISP	107	109	106	101	78	75	85	76	78	82	88	87	78
Hospitality	84	83	82	80	66	63	62	62	63	65	64	66	65
Education	125	139	134	132	106	103	104	102	102	97	100	104	107
Petrochemicals	101	107	105	106	119	107	110	106	103	101	104	103	101
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	133	128	128	127	97	90	116	118	104	110	122	129	129
Health Care	126	125	115	115	132	116	127	121	123	123	126	127	122
Advertising, Market Research, Public Relations, Media and Entertainment	68	69	72	70	62	60	61	62	63	65	67	67	64



# Annexure: UAE Functional Area Data \*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Engineering and Production	136	143	132	123	90	73	96	81	89	79	91	98	121
Finance and Account	45	44	42	40	32	30	34	31	34	35	37	38	34
HR & Admin.	33	38	40	34	17	9	13	10	11	10	16	17	10
Sales and BD	42	43	44	41	26	17	26	16	24	28	35	33	46
Purchase / Logistics / Supply Chain	95	100	101	97	88	84	81	79	81	84	90	87	82
Hospitality and Travel	79	79	81	76	61	58	59	56	57	60	60	64	61
Health Care	74	73	71	72	69	70	74	71	73	73	76	77	72
Software, Hardware, Telecom	97	106	101	95	78	70	83	75	81	78	81	85	76
Marketing & Communications/Arts/Creative	119	119	120	121	85	72	92	79	92	85	99	127	103
Customer service	65	65	70	64	52	49	52	51	53	55	54	57	53

**Thank you**

