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Employment Index

Feb 2021

Hiring Trends in Gulf



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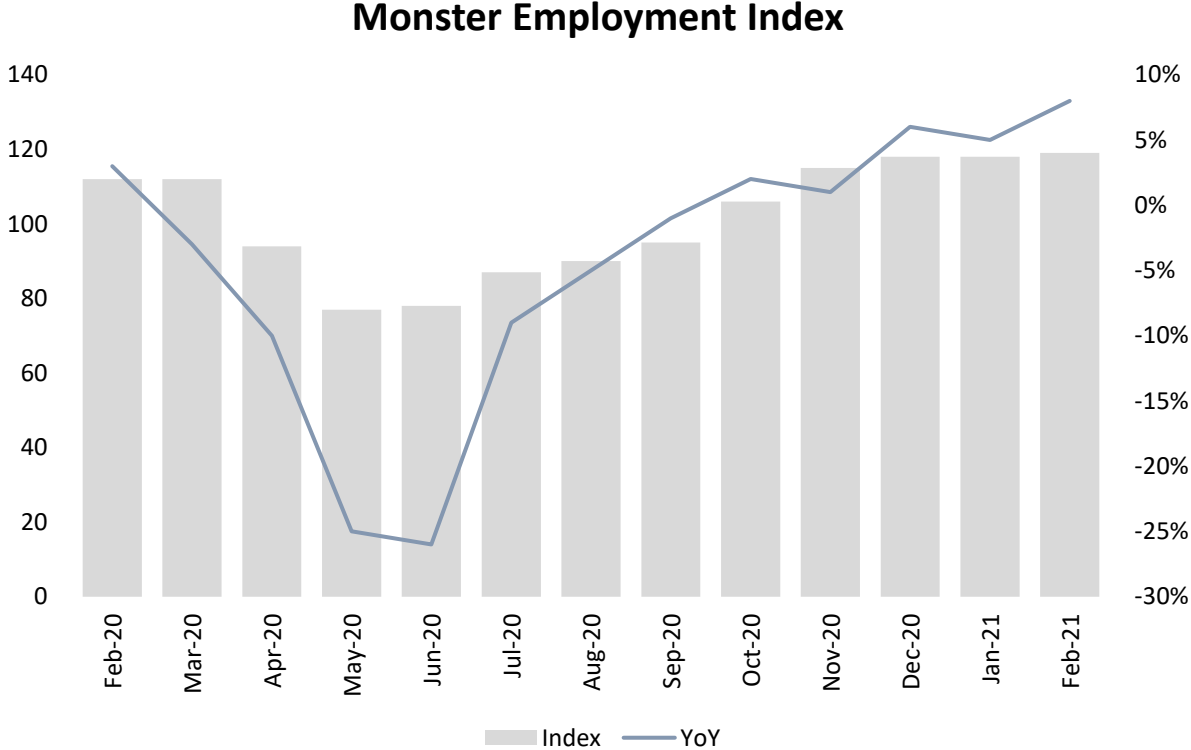


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Key Highlights of the Month

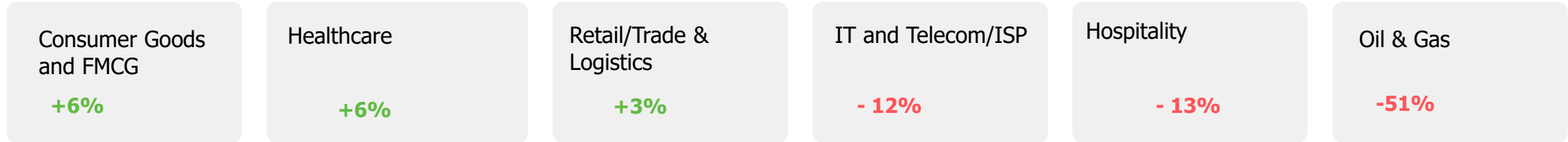
Monster Employment Index Gulf witnesses year-on-year surge of 6% in February 2021

- ✓ The Monster Employment Index (MEI) marked inclination to 119 in February 2021 from 112 in February 2020.
- ✓ Month-on-month, marginal growth of 1% was registered; January 2021 saw an index of 118. The upward trend reflects growth in the job market.

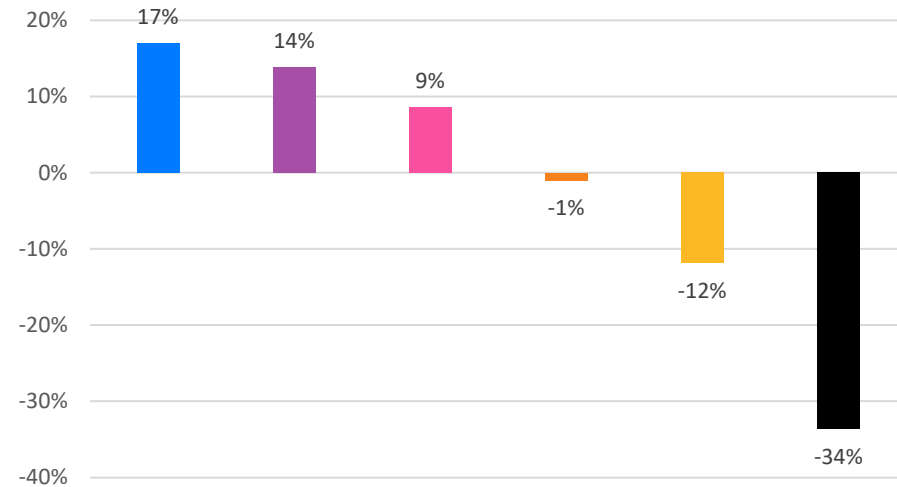


Hiring Trends – Summary*

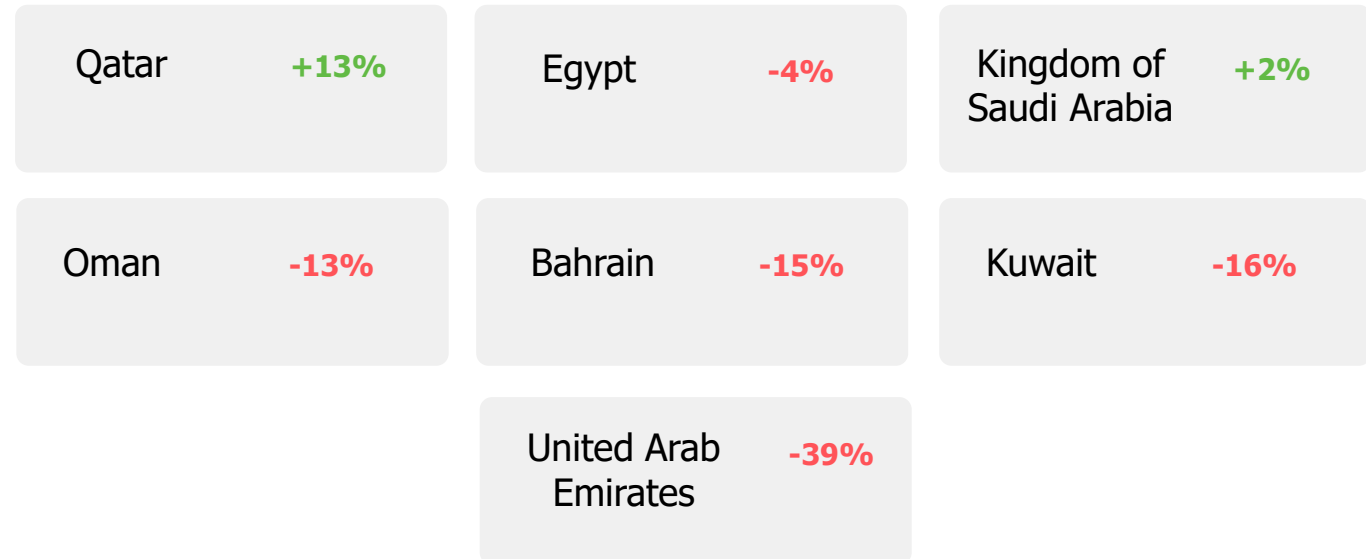
INDUSTRY



FUNCTIONAL AREA



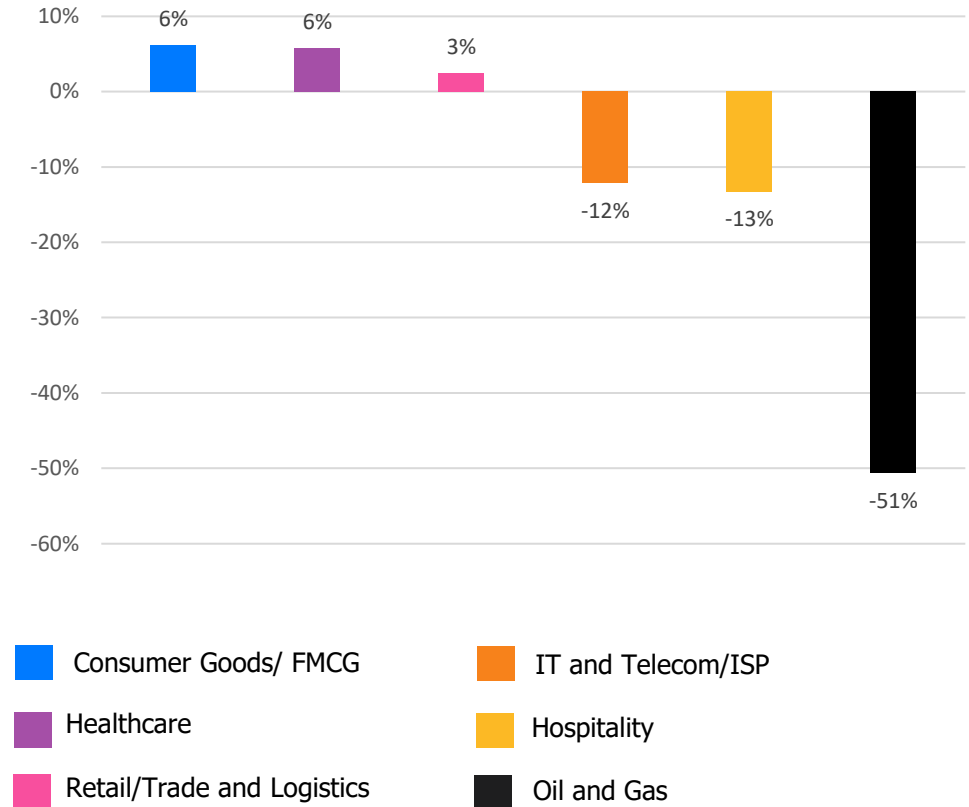
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in February'21 exceeded February'20 level in 6 of the 13 Industries monitored by the Index

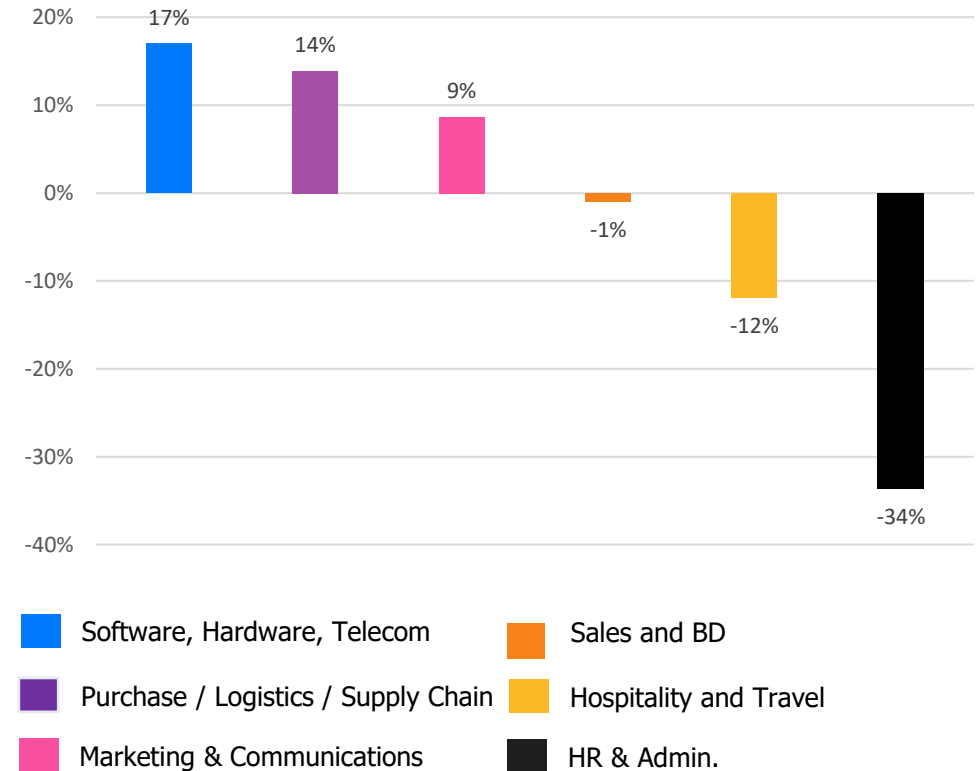
- ✓ **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry (+6%), Healthcare (+6%) and Retail/Trade and Logistics (+3%)** registered the most-notable annual growth among industries in February 2021.
- ✓ Whereas **Oil and Gas (-51%), Hospitality (-13%) and IT and Telecom/ISP (-12%)** continued to register the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include-, **Education (+2%), Advertising, Market Research, Public Relations, Media and Entertainment (0%), BFSI (-3%) and Engineering, Construction and Real Estate (-6%)** among others.



Hiring Trends - Functional Area*

Annual online demand for professionals increased in 8 of the 11 functional areas monitored by the Index

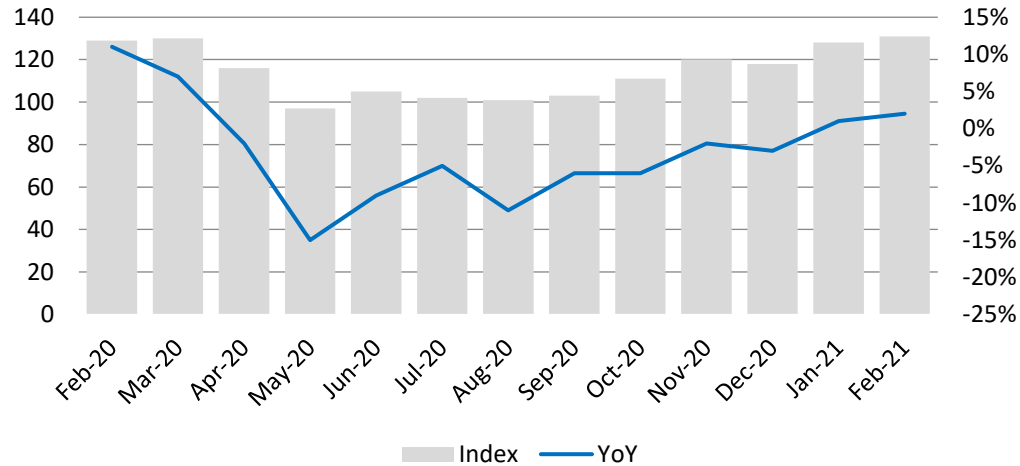
- ✓ Online demand for professionals increased in job-role vis-à-vis **Software, Hardware, Telecom (+17%)**, **Purchase/ Logistics/ Supply Chain (+14%)** and **Marketing & Communications/ Arts/Creative (+9%)**.
- ✓ The job-roles such as **HR & Admin (-34%)**, **Hospitality and Travel (-12%)** and **Sales and BD (-1%)** still saw the year-on-year decline in February 2021.
- ✓ Some of the other functional areas that saw growth include-, **Finance and Account (+6%)**, **Customer Service (+3%)**, **Legal (+2%)**, **Healthcare (+2%)** and **Engineering and Production (0%)** among others.



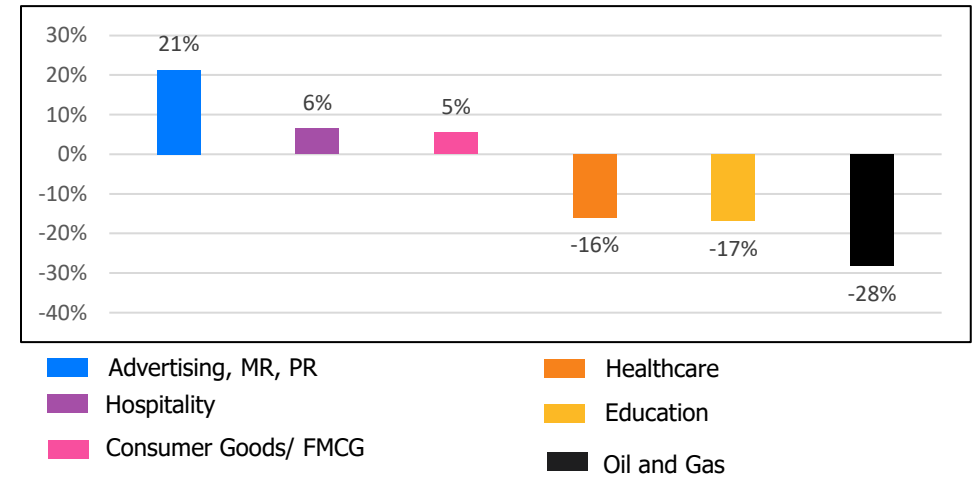
Hiring Trends – Kingdom of Saudi Arabia *

Monster Employment Index KSA records incline of 2% in February'21 from the year-ago level.

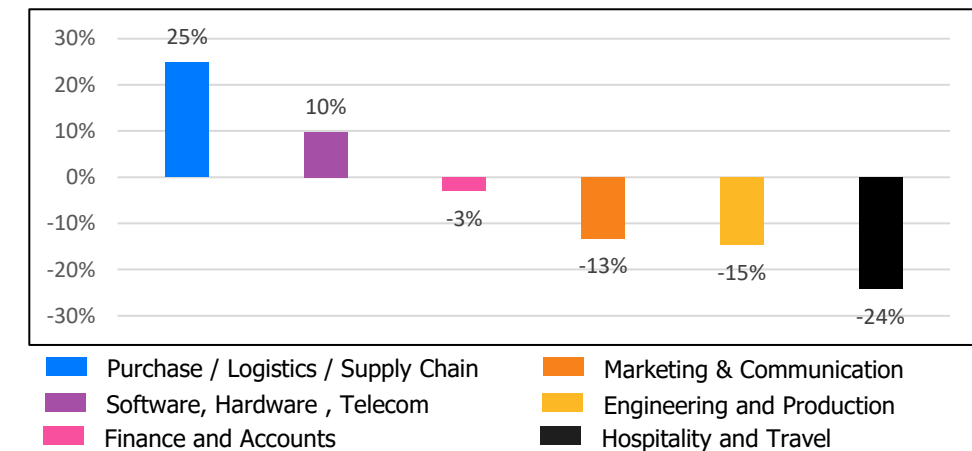
Monster Employment Index



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index KSA increased to 131 in February 2021 from 129 in February 2020.
- ✓ Among the industries, **Advertising, Market Research, Public Relations, Media & Entertainment** (+21%) led annual growth; whereas, **Oil and Gas** (-28%) continued to decline.
- ✓ Among functions, **Purchase / Logistics / Supply Chain** (+25%) saw a hike and **Hospitality and Travel** (-24%) showed a dip among all in online demand for talent.

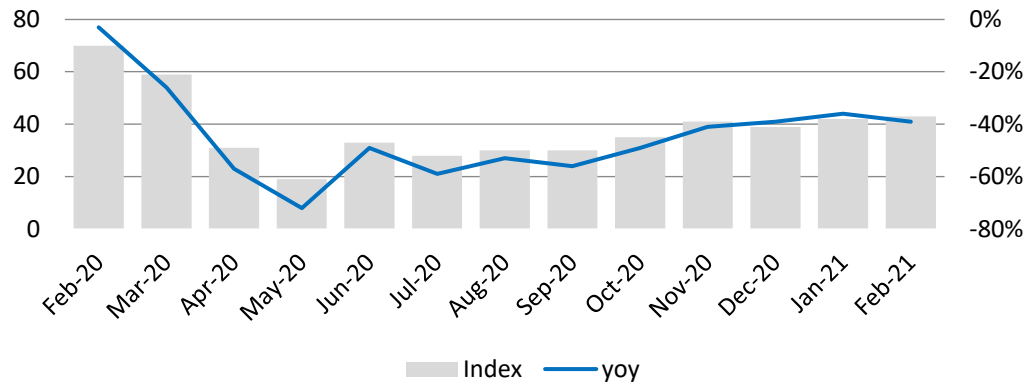
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* All figures represent percentage change between February'2020 and February'2021

Hiring Trends – United Arab Emirates*

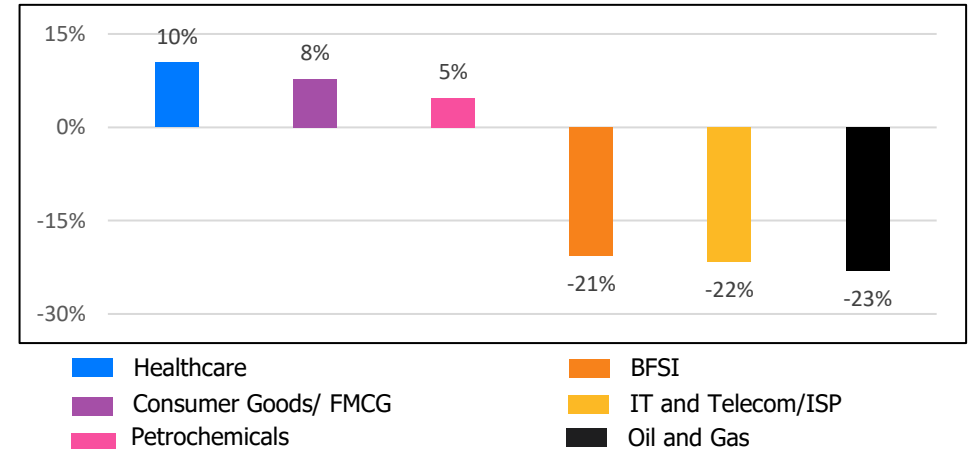
Monster Employment Index UAE witnesses decline of 39% between February'2020 and February'2021

Monster Employment Index

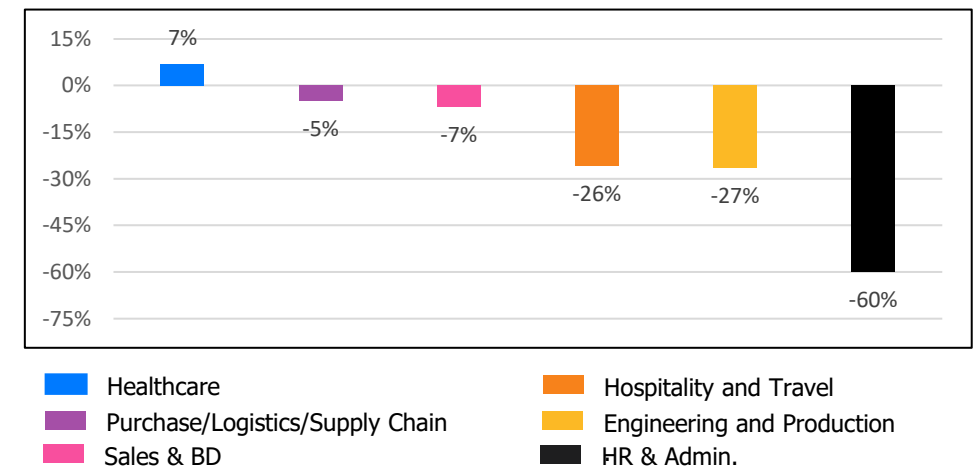


- ✓ The Monster Employment Index UAE decreased to 43 in February 2021 from 70 in February 2020.
- ✓ Among the industries, **Healthcare** (+10%) showed highest annual growth. The most affected industry was **Oil and Gas** (-23%).
- ✓ Among functions, **Healthcare** (+7%) saw an incline while **HR & Admin.** (-60%) saw a huge decline annually in February 2021.

Industry Trend



Functional Area Trend



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:

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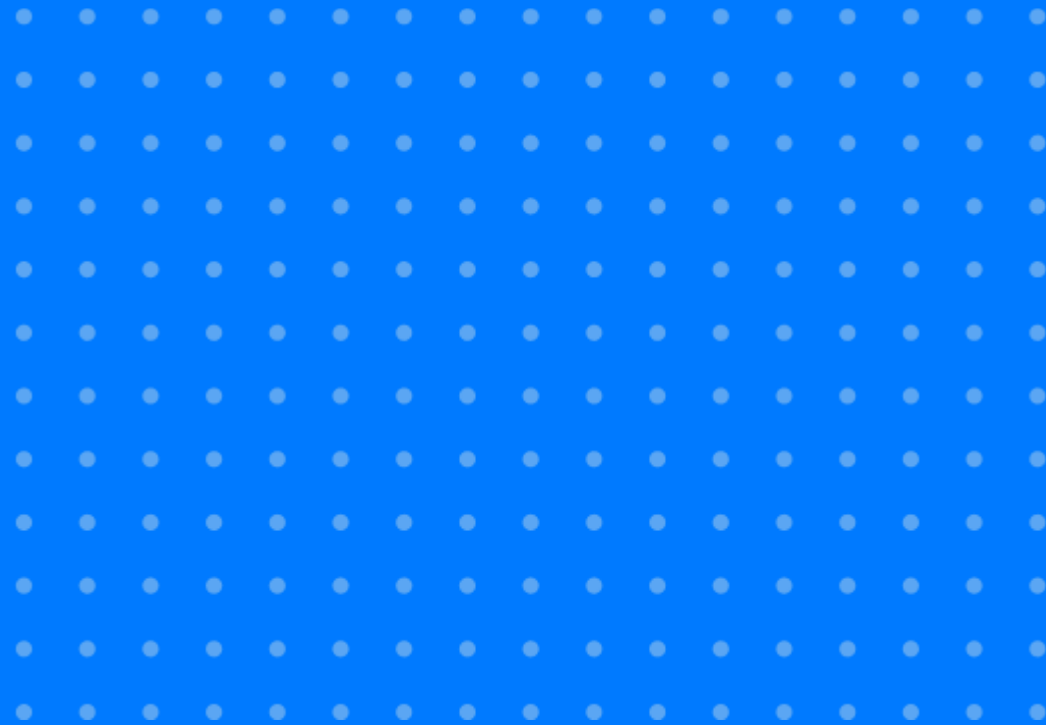
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Annexure



Annexure: All Gulf Industry Data*

Industries	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering, Construction and Real Estate	94	89	83	78	82	85	88	88	95	95	85	89	88
BFSI	89	92	81	78	83	85	84	86	99	91	89	84	86
Production/Manufacturing, Automotive and Ancillary	85	86	78	74	78	82	88	90	89	86	88	83	81
Retail/Trade and Logistics	79	79	67	58	52	54	59	58	67	71	72	72	81
Oil and Gas	85	84	78	68	65	52	51	53	52	50	45	44	42
IT and Telecom/ISP	287	284	260	235	215	219	218	224	241	246	243	229	252
Hospitality	98	96	83	76	75	76	78	79	81	83	82	82	85
Education	121	122	116	108	110	109	110	109	110	113	115	113	124
Petrochemicals	106	105	97	93	100	98	97	97	103	108	99	100	101
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	177	175	153	137	163	172	170	172	189	195	195	191	188
Health Care	138	138	135	133	141	144	147	147	153	160	146	140	146
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	62	59	59	65	63	62	64	64	62	62	67

Annexure: All Gulf Functional Area Data*

Functions	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering and Production	92	90	85	79	81	81	85	87	92	94	102	95	92
Finance and Account	83	84	70	60	68	74	78	82	96	88	99	85	88
HR & Admin.	104	107	82	60	57	62	65	67	77	79	81	65	69
Sales and BD	98	98	81	68	70	75	81	83	89	97	105	95	97
Purchase / Logistics / Supply Chain	108	109	96	87	92	97	103	107	124	124	134	120	123
Hospitality and Travel	126	125	106	91	89	92	100	100	105	112	117	116	111
Health Care	129	120	111	109	111	117	117	117	125	127	128	124	132
Software, Hardware, Telecom	223	222	184	143	146	176	186	195	209	234	251	257	261
Marketing & Communications/Arts/Creative	150	151	127	107	105	117	128	134	149	162	169	158	163
Customer service	100	99	74	64	58	67	72	80	97	104	111	104	103
Legal	97	96	79	80	82	88	92	97	105	101	101	94	99

Annexure: KSA Industry Data *

Industries	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering, Construction and Real Estate	110	114	105	95	96	95	96	98	99	102	102	103	104
BFSI	164	167	158	147	139	137	142	136	135	135	135	149	148
Production/Manufacturing, Automotive and Ancillary	90	89	79	72	78	82	87	91	100	91	89	93	94
Retail/Trade and Logistics	92	92	89	84	76	73	73	74	85	88	92	90	91
Oil and Gas	117	113	109	106	97	92	87	86	83	83	82	84	84
IT and Telecom/ISP	214	207	195	185	177	174	174	159	182	179	180	190	208
Hospitality	93	99	85	80	77	80	84	87	96	96	97	102	99
Education	113	105	100	98	98	95	96	96	95	93	92	93	94
Petrochemicals	100	102	99	98	105	103	100	101	102	100	97	100	101
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	182	173	158	147	152	159	155	161	179	177	184	189	192
Health Care	201	195	185	182	185	190	189	185	211	223	180	173	169
Advertising, Market Research, Public Relations, Media and Entertainment	192	188	183	176	182	177	166	170	200	206	216	220	233

Annexure: KSA Functional Area Data *

Functions	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering and Production	102	104	93	76	87	80	78	79	81	89	87	88	87
Finance and Account	135	140	129	104	117	114	131	130	123	133	134	135	131
HR & Admin.	104	110	100	86	93	89	91	91	95	96	94	90	95
Sales and BD	148	155	132	106	110	107	123	127	135	138	141	137	138
Purchase / Logistics / Supply Chain	97	102	89	75	85	82	94	93	109	112	109	112	121
Hospitality and Travel	120	122	105	75	81	78	92	106	103	109	96	97	91
Health Care	154	147	137	134	138	138	136	136	143	148	132	140	139
Software, Hardware, Telecom	215	224	200	175	179	171	177	175	195	220	214	235	236
Marketing & Communications/Arts/Creative	151	152	136	107	122	116	124	126	135	150	138	134	131

Annexure: UAE Industry Data *

Industries	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering, Construction and Real Estate	56	59	48	49	46	45	51	55	62	62	59	60	56
BFSI	87	86	62	67	68	70	72	72	71	74	67	69	69
Production/Manufacturing, Automotive and Ancillary	73	79	71	68	69	69	71	67	70	69	67	69	68
Retail/Trade and Logistics	74	72	48	48	40	40	45	53	61	63	65	67	67
Oil and Gas	69	65	60	60	57	54	55	55	56	56	54	54	53
IT and Telecom/ISP	106	101	78	75	85	76	78	82	88	87	78	81	83
Hospitality	82	80	66	63	62	62	63	65	64	66	65	66	66
Education	134	132	106	103	104	102	102	97	100	104	107	111	116
Petrochemicals	105	106	119	107	110	106	103	101	104	103	101	101	110
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	128	127	97	90	116	118	104	110	122	129	129	136	138
Health Care	115	115	132	116	127	121	123	123	126	127	122	122	127
Advertising, Market Research, Public Relations, Media and Entertainment	72	70	62	60	61	62	63	65	67	67	64	67	68

Annexure: UAE Functional Area Data *

Functions	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21
Engineering and Production	132	123	90	73	96	81	89	79	91	98	121	105	97
Finance and Account	42	40	32	30	34	31	34	35	37	38	34	34	33
HR & Admin.	40	34	17	9	13	10	11	10	16	17	10	15	16
Sales and BD	44	41	26	17	26	16	24	28	35	33	46	40	41
Purchase / Logistics / Supply Chain	101	97	88	84	81	79	81	84	90	87	82	96	96
Hospitality and Travel	81	76	61	58	59	56	57	60	60	64	61	61	60
Health Care	71	72	69	70	74	71	73	73	76	77	72	73	76
Software, Hardware, Telecom	101	95	78	70	83	75	81	78	81	85	76	79	83
Marketing & Communications/Arts/Creative	120	121	85	72	92	79	92	85	99	127	103	106	111
Customer service	70	64	52	49	52	51	53	55	54	57	53	53	55

Thank you

