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Employment Index

March 2021

Hiring Trends in Gulf



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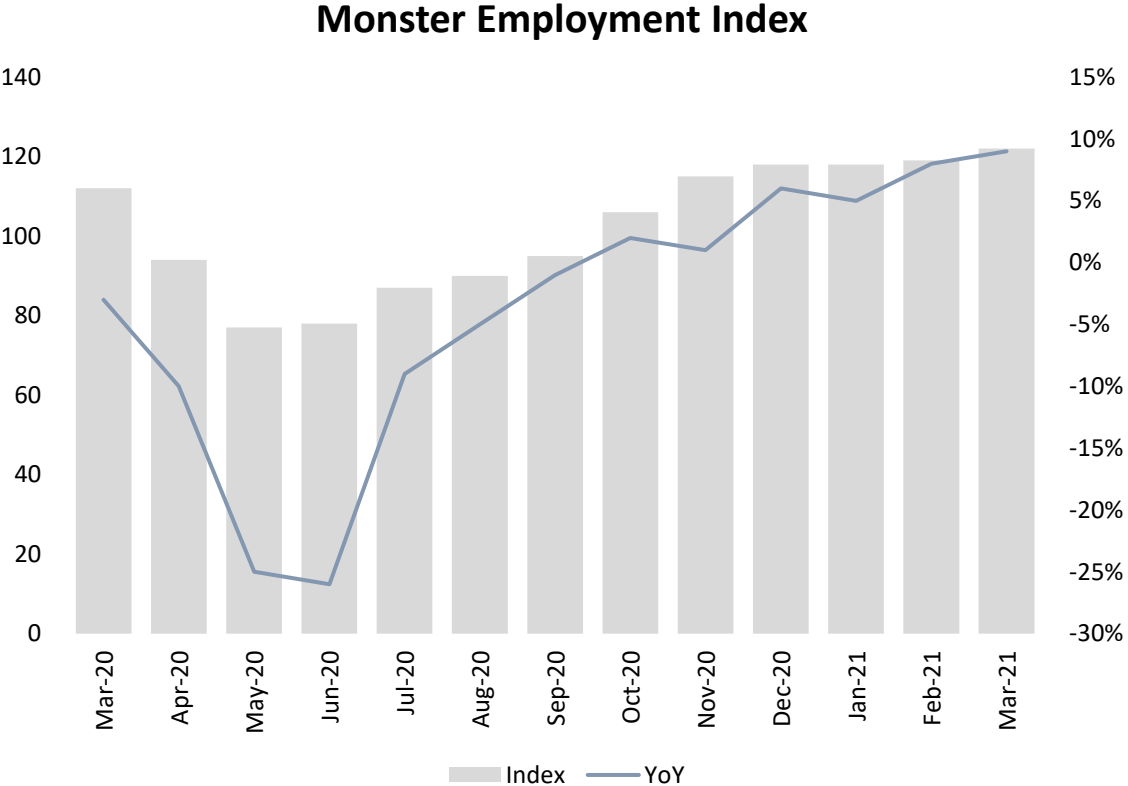


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Key Highlights of the Month

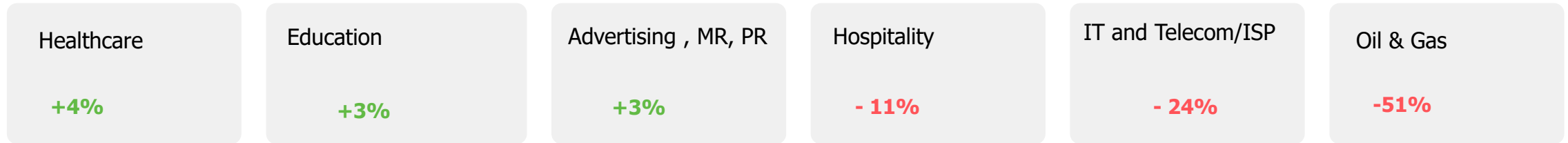
Monster Employment Index Gulf witnesses year-on-year surge of 9% in March 2021

- ✓ The Monster Employment Index (MEI) marked inclination to 122 in March 2021 from 112 in March 2020.
- ✓ Month-on-month, growth of 3% was registered; February 2021 saw an index of 119. The Job market is improving as the past quarter shows a positive growth of 3%.

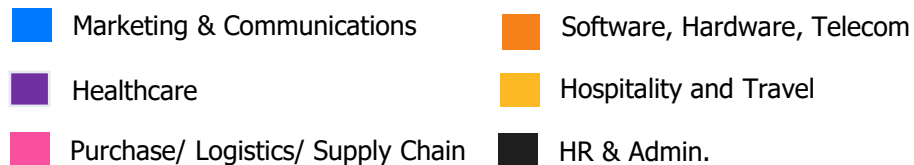
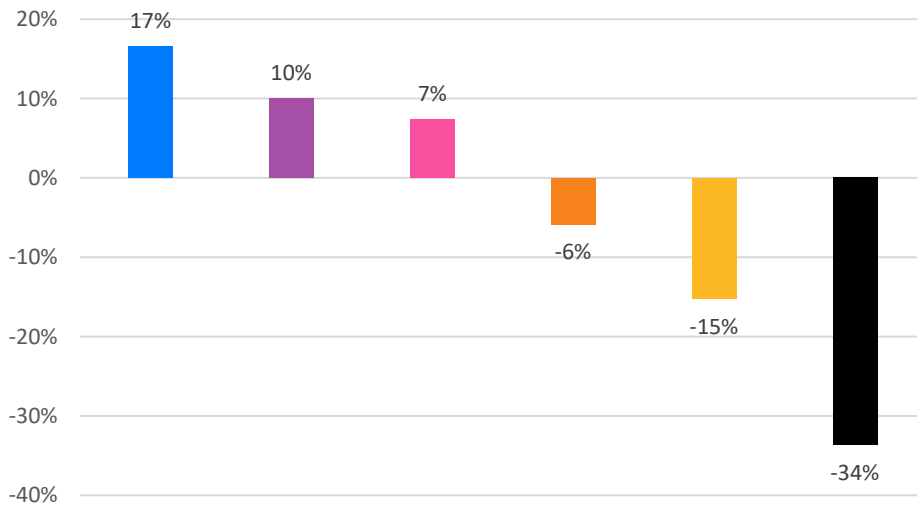


Hiring Trends – Summary*

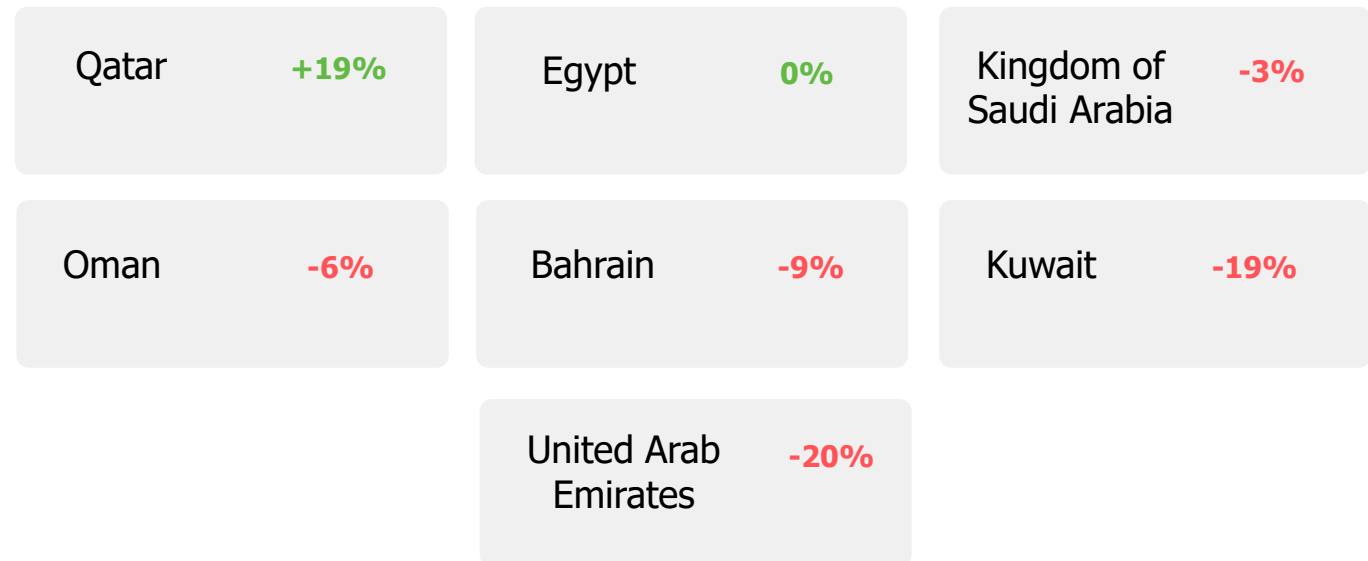
INDUSTRY



FUNCTIONAL AREA



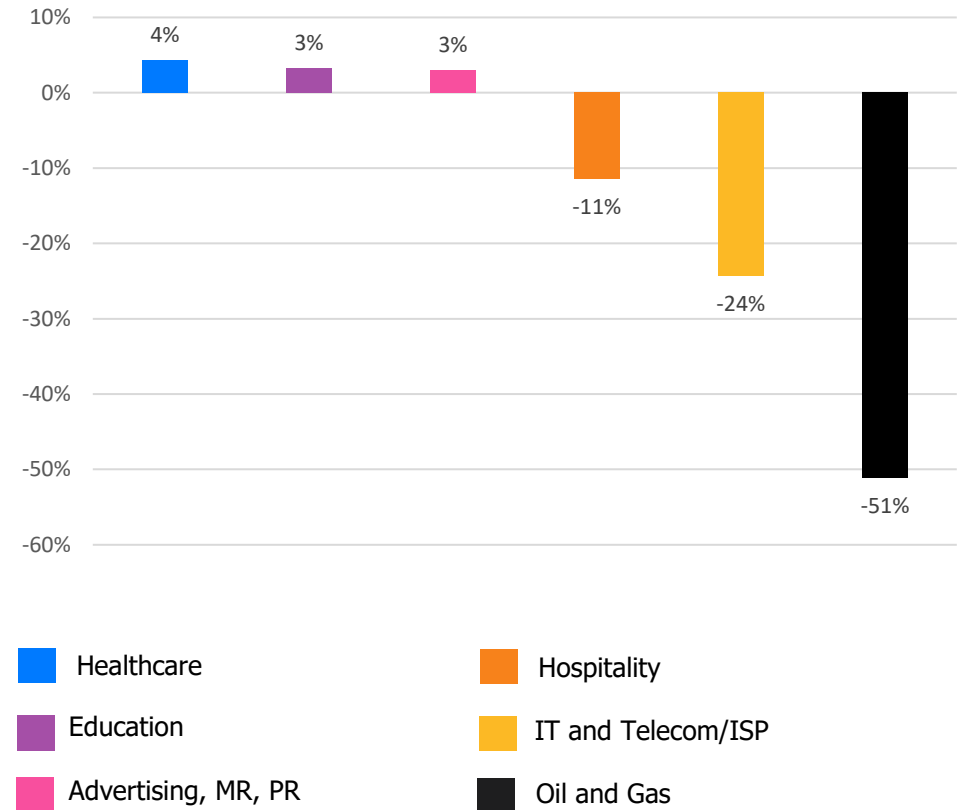
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in March'21 exceeded March'20 level in 7 of the 13 Industries monitored by the Index

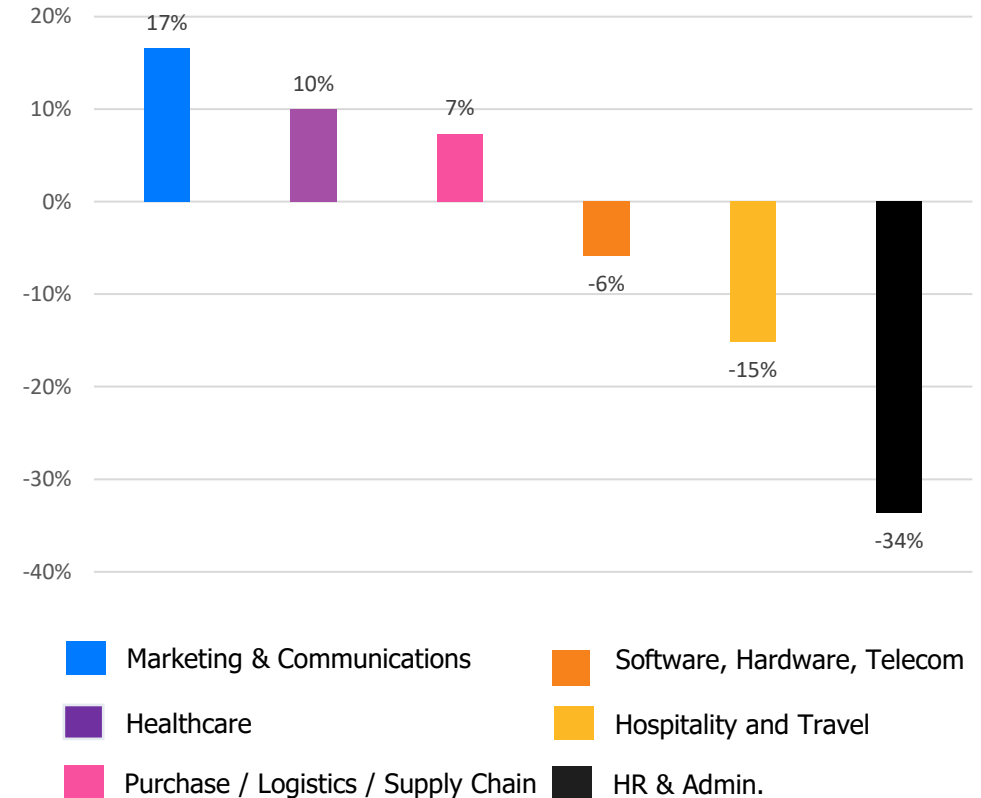
- ✔ **Healthcare** (+4%), **Education** (+3%), and **Advertising, Market Research, Public Relations, Media and Entertainment** (+3%), registered the most-notable annual growth among industries in March 2021.
- ✔ Whereas **Oil and Gas** (-51%), **IT and Telecom/ISP** (-24%) and **Hospitality** (-11%) registered the steepest year-on-year decline.
- ✔ Other industries that saw plunge in online hiring activity include- **Retail/Trade and Logistics** (+1%), **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (+1%), **BFSI** (+1%), **Engineering, Construction and Real Estate** (-2%) and **Production/Manufacturing, Automotive and Ancillary** (-7%) among others.



Hiring Trends - Functional Area*

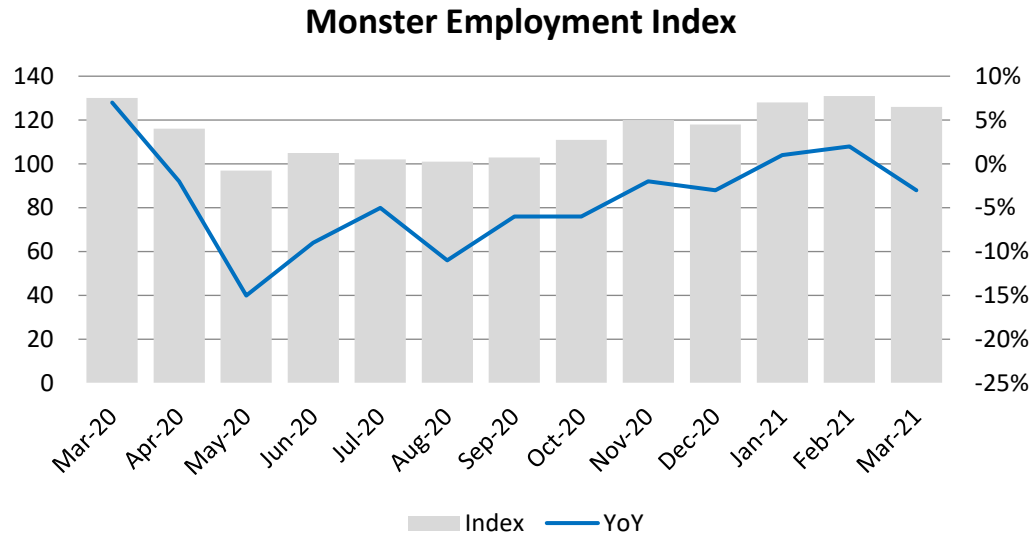
Annual online demand for professionals increased in 5 of the 11 functional areas monitored by the Index

- ✓ Online demand for professionals increased in job-role vis-à-vis, **Marketing & Communications/ Arts/Creative** (+17%), **Healthcare** (+10%) and **Purchase/ Logistics/ Supply Chain** (+7%).
- ✓ The job-roles such as **HR & Admin** (-34%), **Hospitality and Travel** (-15%) and **Software, Hardware, Telecom** (-6%) saw the year-on-year decline in March 2021.
- ✓ Some of the other functional areas that saw growth include- **Finance and Account** (-4%), **Customer Service** (-1%), **Sales and BD** (-1%), **Legal** (+1%), **Healthcare** (+2%) and **Engineering and Production** (+3%) among others.

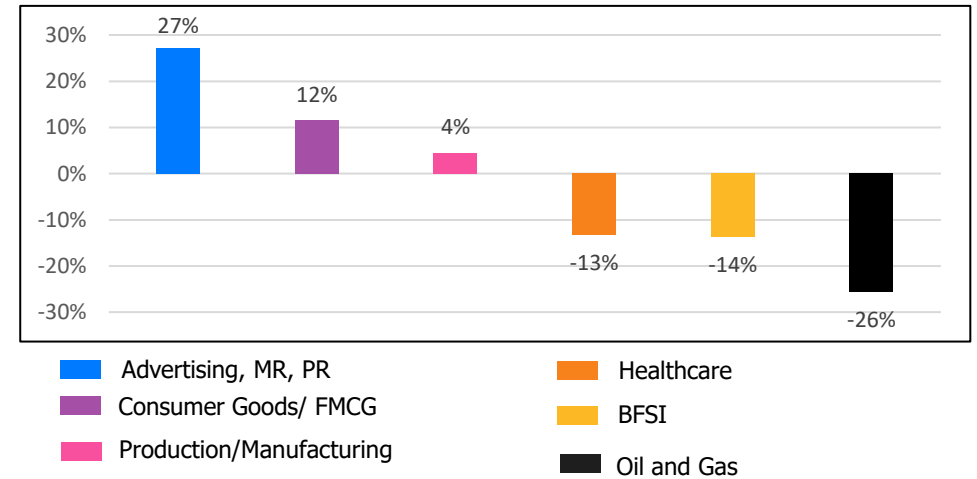


Hiring Trends – Kingdom of Saudi Arabia *

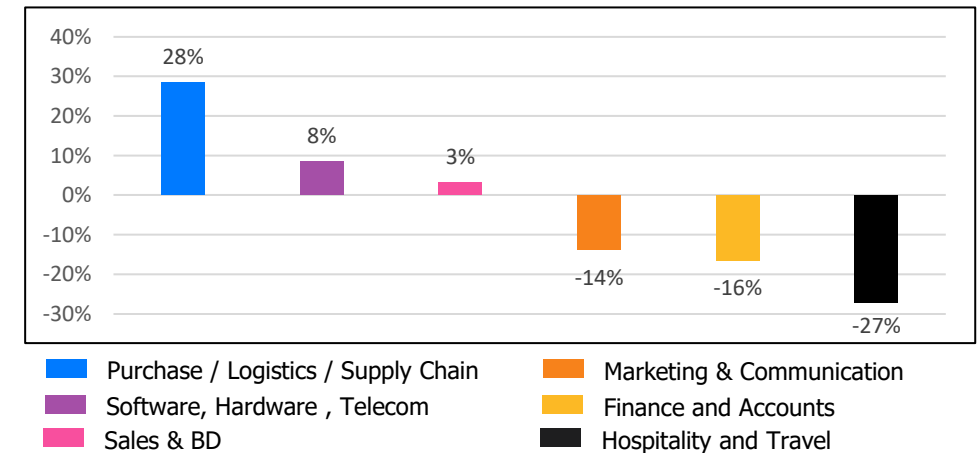
Monster Employment Index KSA records decline of 3% in March'21 from the year-ago level.



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index KSA decreased to 126 in March 2021 from 130 in March 2020.
- ✓ Among the industries, **Advertising, Market Research, Public Relations, Media & Entertainment** (+27%) led annual growth; whereas, **Oil and Gas** (-26%) continued to decline.
- ✓ Among functions, **Purchase / Logistics / Supply Chain** (+28%) saw a hike and **Hospitality and Travel** (-27%) showed a dip among all in online demand for talent.

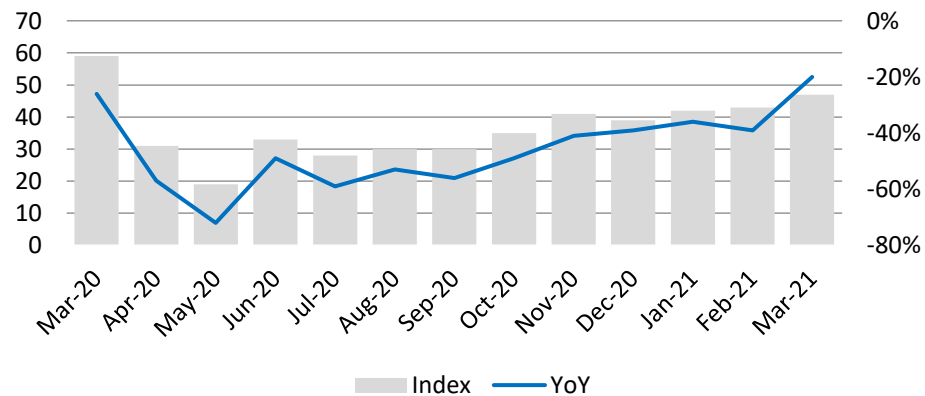
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* All figures represent percentage change between March'2020 and March'2021

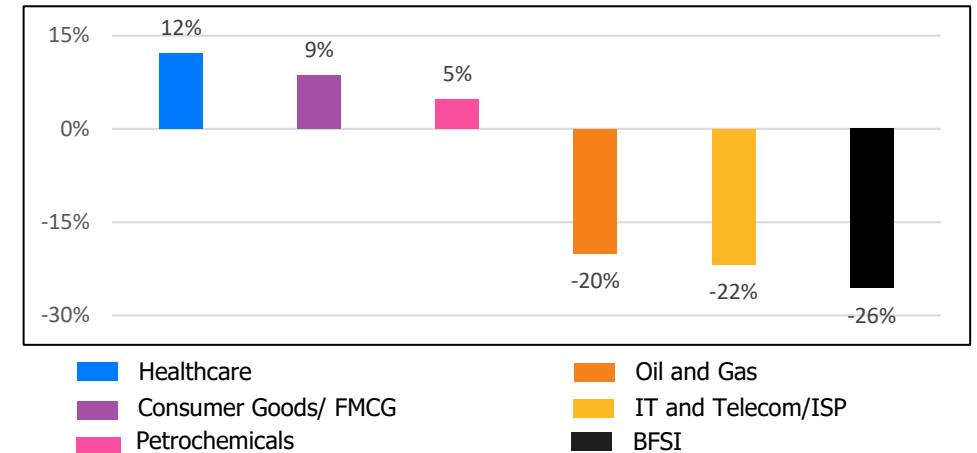
Hiring Trends – United Arab Emirates*

Monster Employment Index UAE witnesses decline of 20% between March'2020 and March'2021

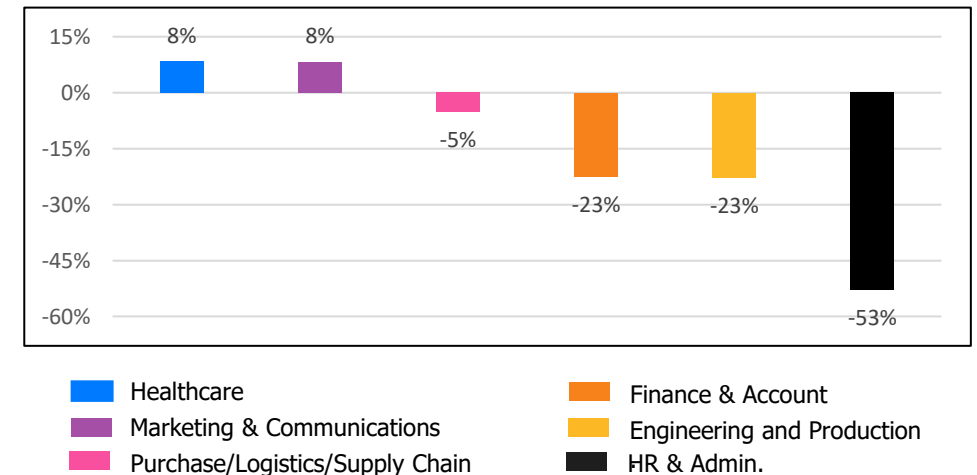
Monster Employment Index



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index UAE decreased to 47 in March 2021 from 59 in March 2020.
- ✓ Among the industries, **Healthcare** (+12%) showed highest annual growth. The most affected industry was **BFSI** (-26%).
- ✓ Among functions, **Healthcare** (+8%) saw an incline while **HR & Admin** (-53%) saw a huge decline annually in March 2021.

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 March 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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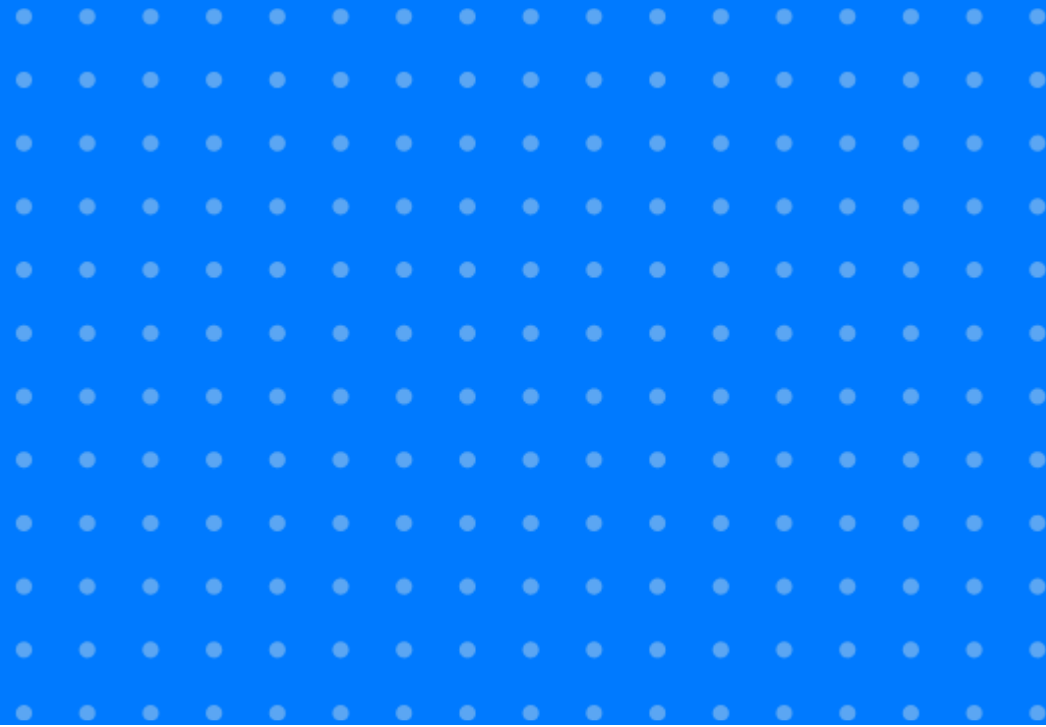
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Annexure



Annexure: All Gulf Industry Data*

Industries	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering, Construction and Real Estate	89	83	78	82	85	88	88	95	95	85	89	88	87
BFSI	92	81	78	83	85	84	86	99	91	89	84	86	93
Production/Manufacturing, Automotive and Ancillary	86	78	74	78	82	88	90	89	86	88	83	81	80
Retail/Trade and Logistics	79	67	58	52	54	59	58	67	71	72	72	81	80
Oil and Gas	84	78	68	65	52	51	53	52	50	45	44	42	41
IT and Telecom/ISP	284	260	235	215	219	218	224	241	246	243	229	252	215
Hospitality	96	83	76	75	76	78	79	81	83	82	82	85	85
Education	122	116	108	110	109	110	109	110	113	115	113	124	126
Petrochemicals	105	97	93	100	98	97	97	103	108	99	100	101	99
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	175	153	137	163	172	170	172	189	195	195	191	188	177
Health Care	138	135	133	141	144	147	147	153	160	146	140	146	144
Advertising, Market Research, Public Relations, Media and Entertainment	67	62	59	59	65	63	62	64	64	62	62	67	69

Annexure: All Gulf Functional Area Data*

Functions	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering and Production	90	85	79	81	81	85	87	92	94	102	95	92	93
Finance and Account	84	70	60	68	74	78	82	96	88	99	85	88	81
HR & Admin.	107	82	60	57	62	65	67	77	79	81	65	69	71
Sales and BD	98	81	68	70	75	81	83	89	97	105	95	97	97
Purchase / Logistics / Supply Chain	109	96	87	92	97	103	107	124	124	134	120	123	117
Hospitality and Travel	125	106	91	89	92	100	100	105	112	117	116	111	106
Health Care	120	111	109	111	117	117	117	125	127	128	124	132	132
Software, Hardware, Telecom	222	184	143	146	176	186	195	209	234	251	257	261	209
Marketing & Communications/Arts/Creative	151	127	107	105	117	128	134	149	162	169	158	163	176
Customer service	99	74	64	58	67	72	80	97	104	111	104	103	98
Legal	96	79	80	82	88	92	97	105	101	101	94	99	97

Annexure: KSA Industry Data *

Industries	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering, Construction and Real Estate	114	105	95	96	95	96	98	99	102	102	103	104	107
BFSI	167	158	147	139	137	142	136	135	135	135	149	148	144
Production/Manufacturing, Automotive and Ancillary	89	79	72	78	82	87	91	100	91	89	93	94	93
Retail/Trade and Logistics	92	89	84	76	73	73	74	85	88	92	90	91	94
Oil and Gas	113	109	106	97	92	87	86	83	83	82	84	84	84
IT and Telecom/ISP	207	195	185	177	174	174	159	182	179	180	190	208	206
Hospitality	99	85	80	77	80	84	87	96	96	97	102	99	96
Education	105	100	98	98	95	96	96	95	93	92	93	94	96
Petrochemicals	102	99	98	105	103	100	101	102	100	97	100	101	95
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	173	158	147	152	159	155	161	179	177	184	189	192	193
Health Care	195	185	182	185	190	189	185	211	223	180	173	169	169
Advertising, Market Research, Public Relations, Media and Entertainment	188	183	176	182	177	166	170	200	206	216	220	233	239

Annexure: KSA Functional Area Data *

Functions	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering and Production	104	93	76	87	80	78	79	81	89	87	88	87	93
Finance and Account	140	129	104	117	114	131	130	123	133	134	135	131	117
HR & Admin.	110	100	86	93	89	91	91	95	96	94	90	95	99
Sales and BD	155	132	106	110	107	123	127	135	138	141	137	138	160
Purchase / Logistics / Supply Chain	102	89	75	85	82	94	93	109	112	109	112	121	131
Hospitality and Travel	122	105	75	81	78	92	106	103	109	96	97	91	89
Health Care	147	137	134	138	138	136	136	143	148	132	140	139	140
Software, Hardware, Telecom	224	200	175	179	171	177	175	195	220	214	235	236	243
Marketing & Communications/Arts/Creative	152	136	107	122	116	124	126	135	150	138	134	131	131

Annexure: UAE Industry Data *

Industries	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering, Construction and Real Estate	59	48	49	46	45	51	55	62	62	59	60	56	54
BFSI	86	62	67	68	70	72	72	71	74	67	69	69	64
Production/Manufacturing, Automotive and Ancillary	79	71	68	69	69	71	67	70	69	67	69	68	65
Retail/Trade and Logistics	72	48	48	40	40	45	53	61	63	65	67	67	66
Oil and Gas	65	60	60	57	54	55	55	56	56	54	54	53	52
IT and Telecom/ISP	101	78	75	85	76	78	82	88	87	78	81	83	79
Hospitality	80	66	63	62	62	63	65	64	66	65	66	66	66
Education	132	106	103	104	102	102	97	100	104	107	111	116	114
Petrochemicals	106	119	107	110	106	103	101	104	103	101	101	110	111
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	127	97	90	116	118	104	110	122	129	129	136	138	138
Health Care	115	132	116	127	121	123	123	126	127	122	122	127	129
Advertising, Market Research, Public Relations, Media and Entertainment	70	62	60	61	62	63	65	67	67	64	67	68	70

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* Represents Index figures

Annexure: UAE Functional Area Data *

Functions	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Engineering and Production	123	90	73	96	81	89	79	91	98	121	105	97	95
Finance and Account	40	32	30	34	31	34	35	37	38	34	34	33	31
HR & Admin.	34	17	9	13	10	11	10	16	17	10	15	16	16
Sales and BD	41	26	17	26	16	24	28	35	33	46	40	41	35
Purchase / Logistics / Supply Chain	97	88	84	81	79	81	84	90	87	82	96	96	92
Hospitality and Travel	76	61	58	59	56	57	60	60	64	61	61	60	59
Health Care	72	69	70	74	71	73	73	76	77	72	73	76	78
Software, Hardware, Telecom	95	78	70	83	75	81	78	81	85	76	79	83	85
Marketing & Communications/Arts/Creative	121	85	72	92	79	92	85	99	127	103	106	111	131
Customer service	64	52	49	52	51	53	55	54	57	53	53	55	54

Thank you

