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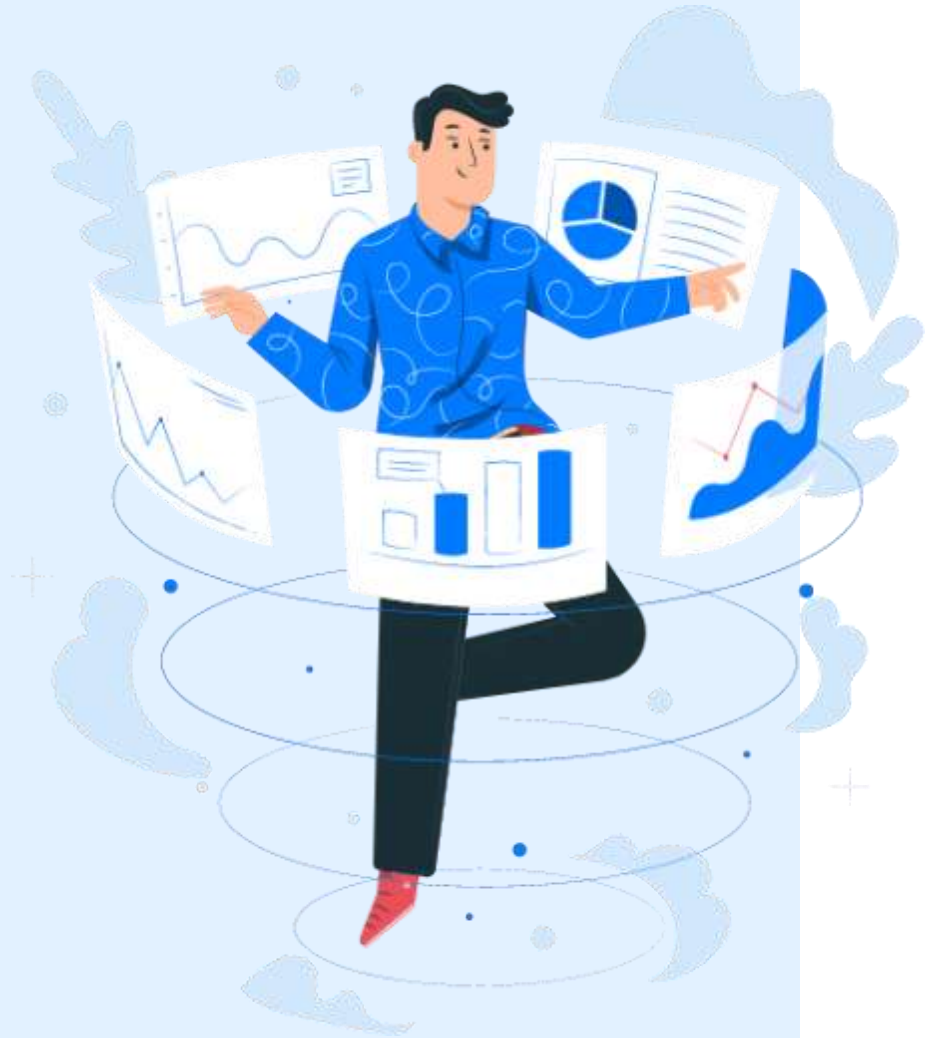
Employment Index

Oct 2020

Hiring Trends in Gulf



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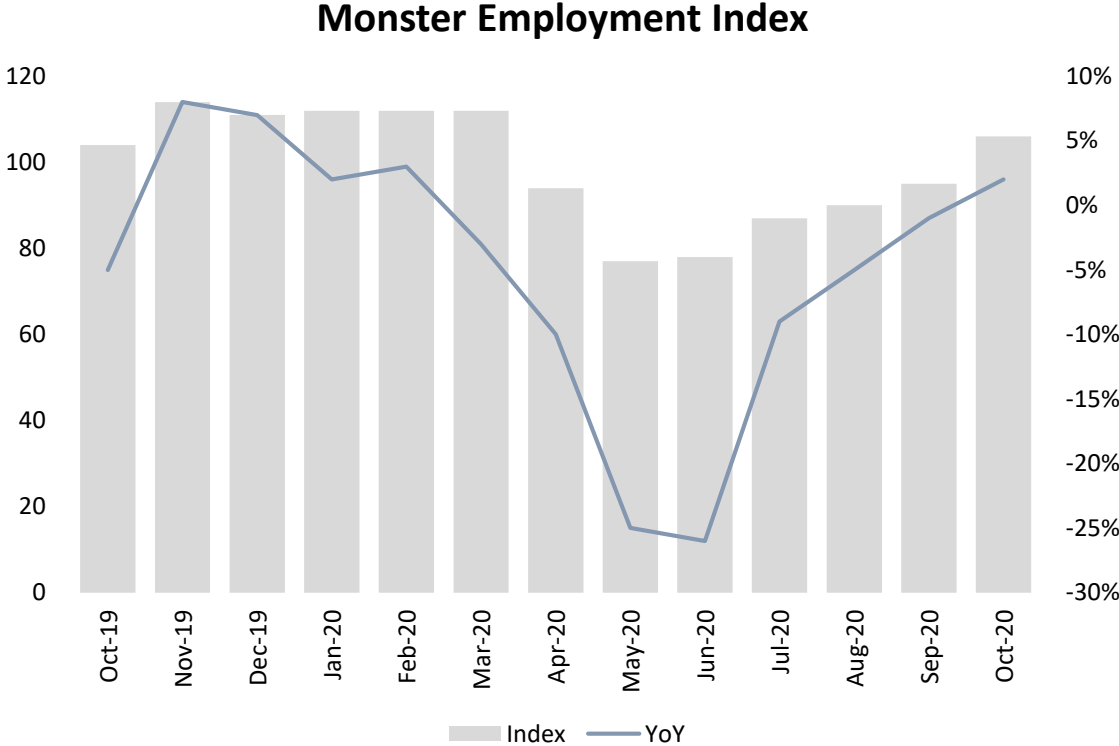


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Key Highlights of the Month

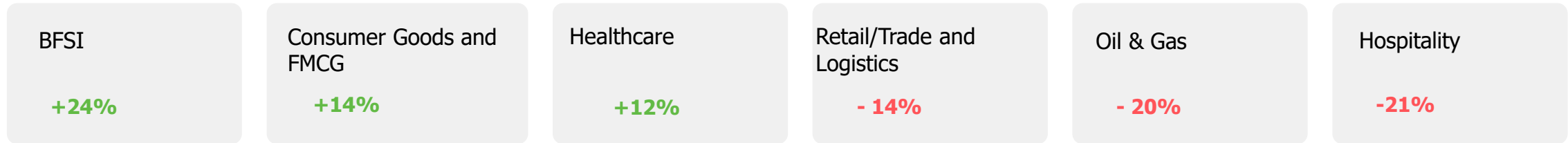
Monster Employment Index Gulf witnesses year-on-year surge of 2% in October 2020

- ✓ The Monster Employment Index (MEI) marked inclination to 106 in October 2020 from 95 in October 2019.
- ✓ Month-on-month, uptrend of 12% was registered; September 2020 saw an index of 95. The trend highlights growing market in hiring amongst employers.

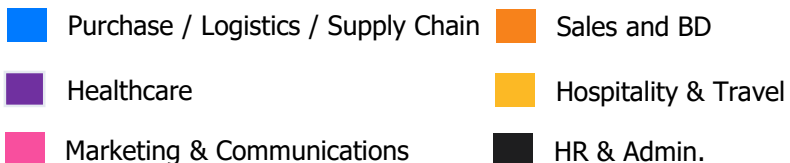
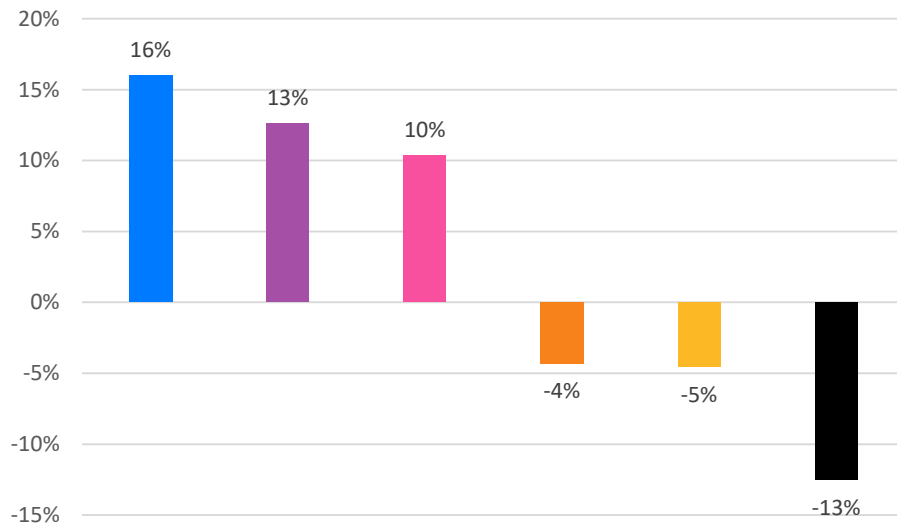


Hiring Trends – Summary*

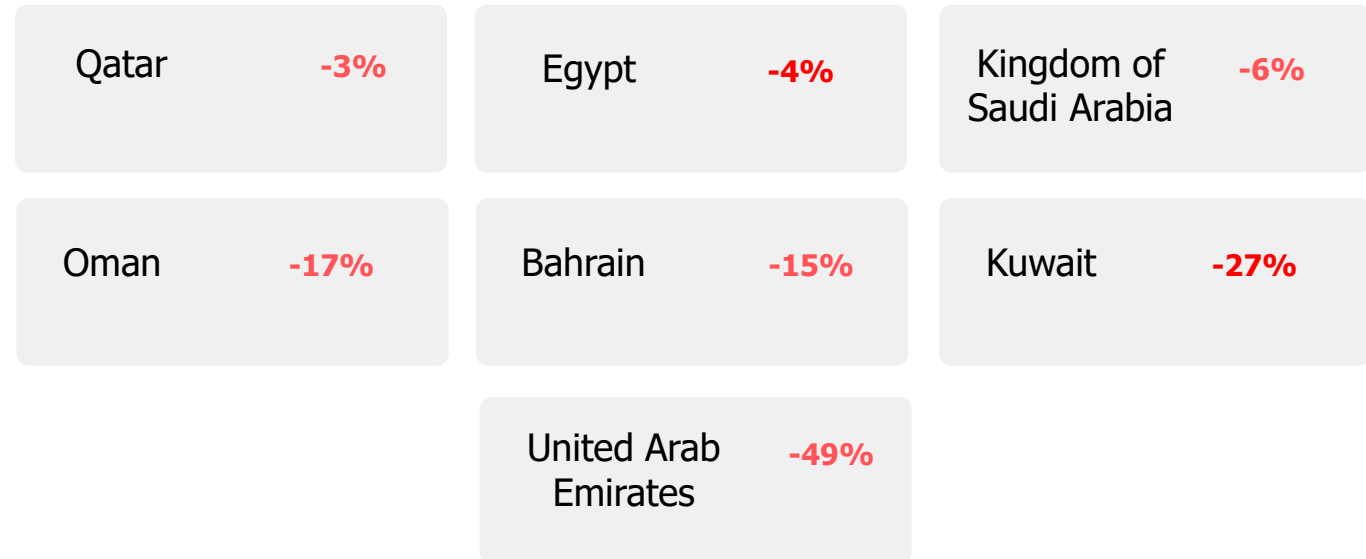
INDUSTRY



FUNCTIONAL AREA



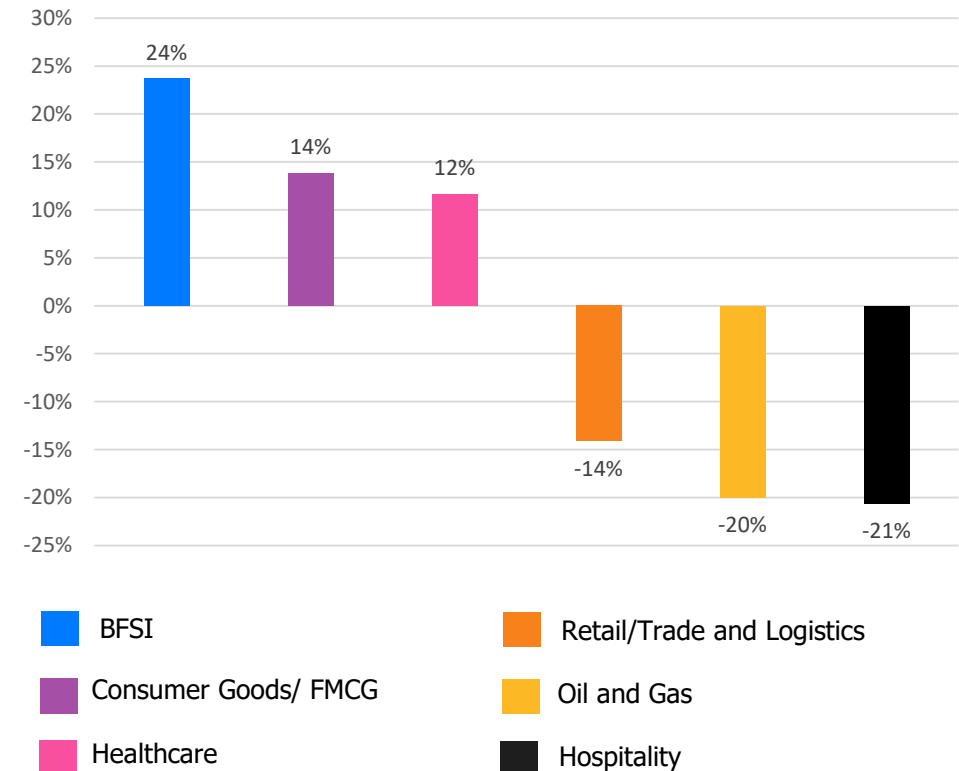
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in October'20 exceeded October'19 level in 8 of the 12 Industries monitored by the Index

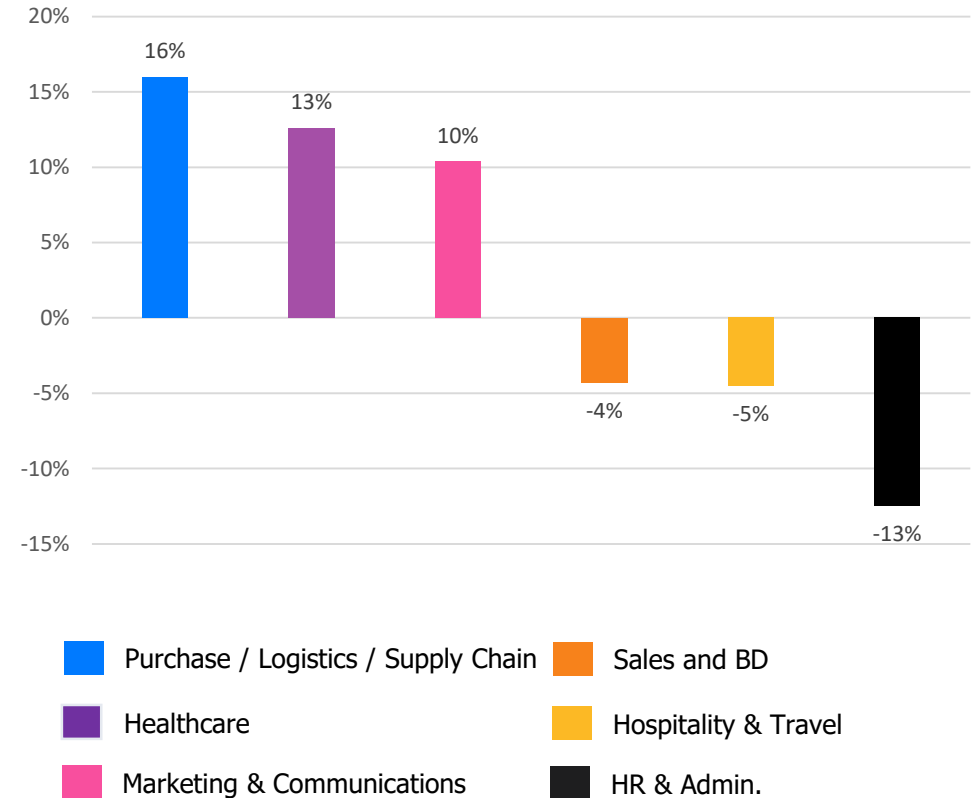
- ✓ **BFSI** (+24%) registered the most-notable annual growth among industries in October 2020. This was followed by **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (+14%) and **Healthcare** (+12%).
- ✓ Whereas **Hospitality** (-21%), **Oil and Gas** (-20%), **Retail/Trade and Logistics** (-14%), continued to register the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include- Advertising, Market Research, Public Relations, Media and Entertainment **IT and Telecom/ISP** (12%), **Engineering, Construction and Real Estate** (6%), **Advertising, Market Research, Public Relations, Media and Entertainment** (7%), and **Production/Manufacturing, Automotive and Ancillary** (-5%) among others.



Hiring Trends - Functional Area*

Annual online demand for professionals increased in 8 of the 12 functional areas monitored by the Index

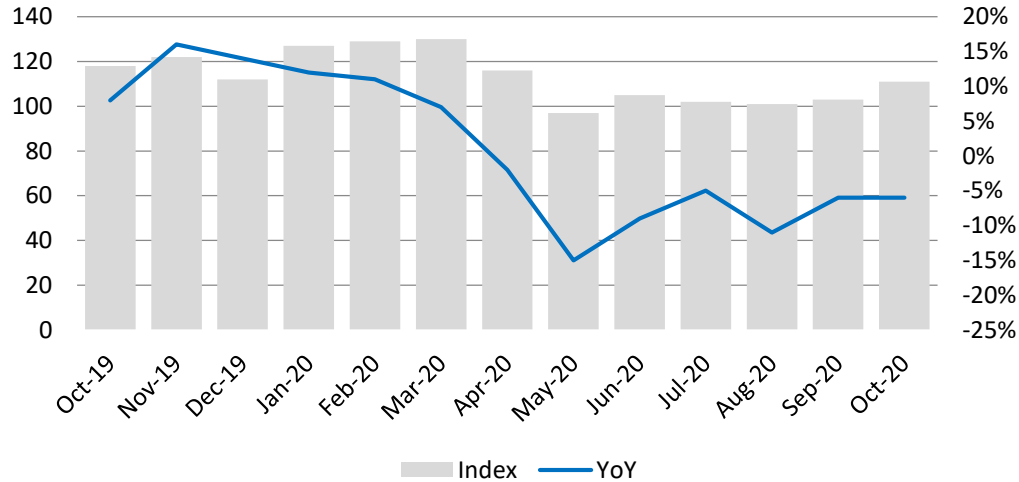
- ✓ Online demand for professionals increased in job-role vis-à-vis and **Purchase/ Logistics/ Supply Chain** (16%), **Healthcare** (13%) and **Marketing & Communications** (10%) the most.
- ✓ The job-roles such as **HR & Admin** (-13%), **Hospitality and Travel** (-5%) and **Sales and BD** (-4%), saw the steepest year-on-year decline in October 2020.
- ✓ Some of the functional areas that are still seeing downfall include- **Sales and BD** (-11%), **Customer Service** (-10%), **Hospitality and Travel** (-8%), **Legal** (-7%) **Engineering and Production** (-7%), **Software, Hardware, Telecom** (-7%), and **Purchase/ Logistics/ Supply Chain** (-2%) among others.



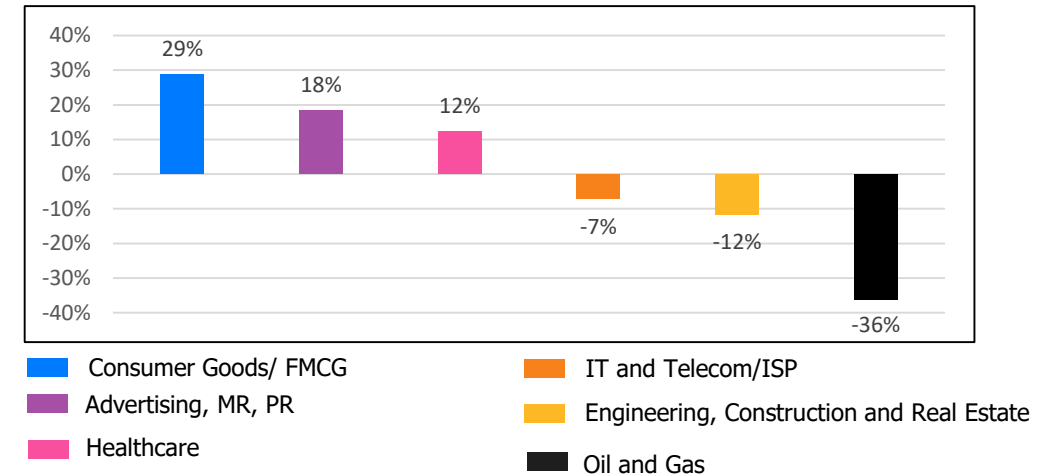
Hiring Trends – Kingdom of Saudi Arabia *

Monster Employment Index KSA records decline of 6% in October'20 from the year-ago level this month as well.

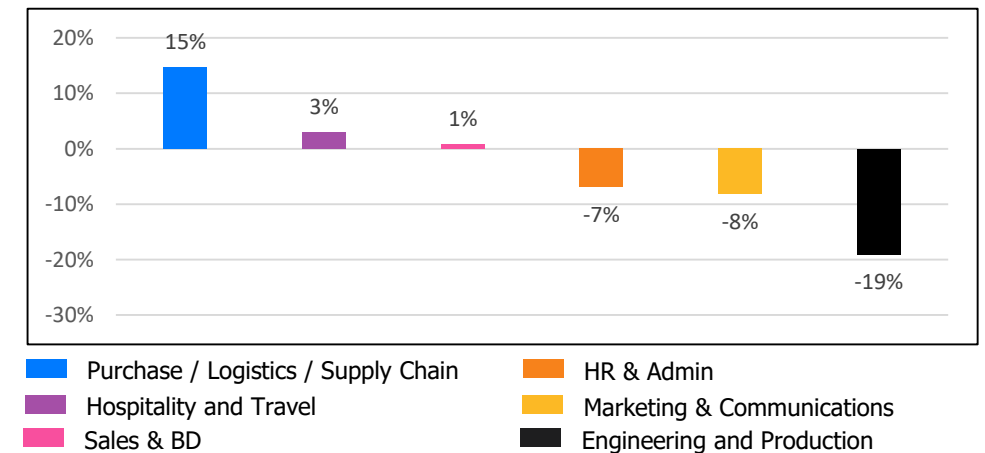
Monster Employment Index



Industry Trend



Functional Area Trend

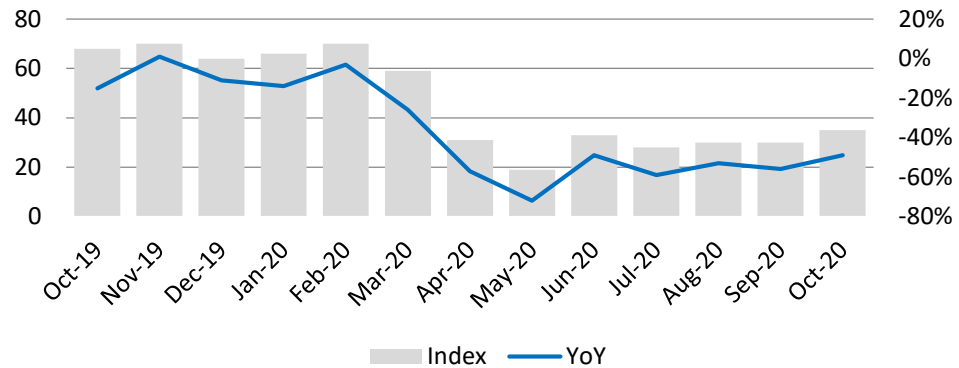


- ✓ The Monster Employment Index KSA decreased to 111 in October 2020 from 118 in October 2019.
- ✓ Among the industries, **Consumer Goods/FMCG** (+29%) led annual growth; whereas, **Oil and Gas** (-36%) continued to decline.
- ✓ Among functions, **Purchase / Logistics / Supply Chain** (+15%) saw a hike and **Engineering and Production** (-19%) showed a huge dip among all in online demand for talent.

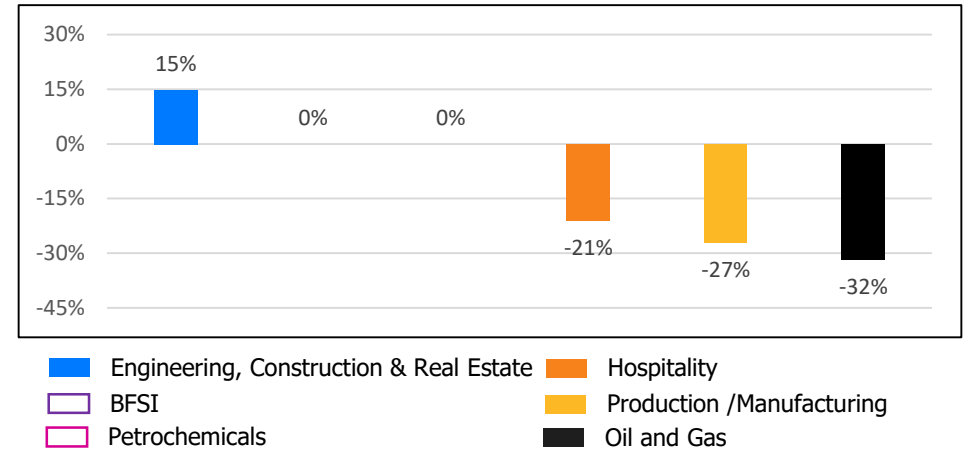
Hiring Trends – United Arab Emirates*

Monster Employment Index UAE witnesses decline of 49% between October'19 and October'20

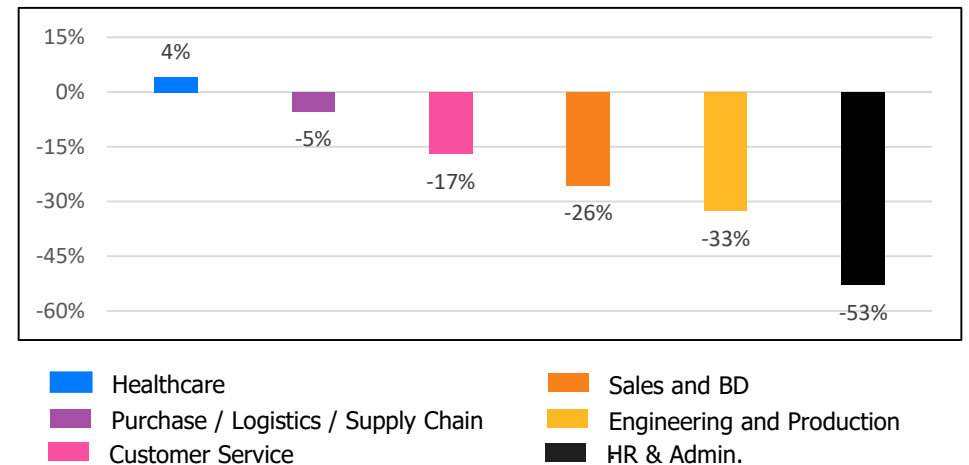
Monster Employment Index



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index UAE decreased to 35 in October 2020 from 68 in October 2019.
- ✓ Among the industries, **Engineering, Construction and Real Estate** (+15%) showed highest annual growth. The most affected industry was **Oil and Gas** (-32%).
- ✓ Among functions , **Healthcare** (+4%) saw an incline while **HR & Admin.** (-53%) saw a huge decline annually in October 2020.

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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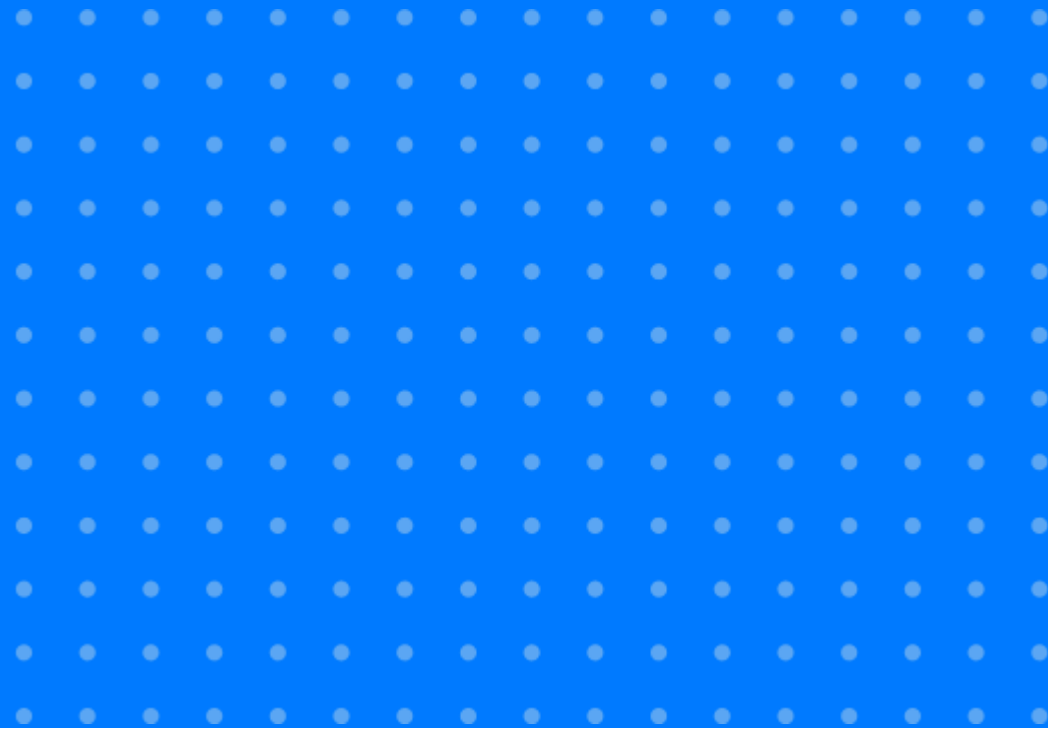
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Annexure



Annexure: All Gulf Industry Data*

Industries	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering, Construction and Real Estate	90	103	99	100	94	89	83	78	82	85	88	88	95
BFSI	80	91	89	88	89	92	81	78	83	85	84	86	99
Production/Manufacturing, Automotive and Ancillary	94	101	94	95	85	86	78	74	78	82	88	90	89
Retail/Trade and Logistics	78	78	74	73	79	79	67	58	52	54	59	58	67
Oil and Gas	65	71	64	66	85	84	78	68	65	52	51	53	52
IT and Telecom/ISP	216	232	221	248	287	284	260	235	215	219	218	224	241
Hospitality	102	96	92	93	98	96	83	76	75	76	78	79	81
Education	105	106	109	115	121	122	116	108	110	109	110	109	110
Petrochemicals	105	107	109	109	106	105	97	93	100	98	97	97	103
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	166	156	156	160	177	175	153	137	163	172	170	172	189
Health Care	137	137	136	146	138	138	135	133	141	144	147	147	153
Advertising, Market Research, Public Relations, Media and Entertainment	60	63	63	64	67	67	62	59	59	65	63	62	64

Annexure: All Gulf Functional Area Data*

Functions	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering and Production	92	95	92	94	92	90	85	79	81	81	85	87	92
Finance and Account	87	94	94	84	83	84	70	60	68	74	78	82	96
HR & Admin.	88	103	97	96	104	107	82	60	57	62	65	67	77
Sales and BD	93	99	98	97	98	98	81	68	70	75	81	83	89
Purchase / Logistics / Supply Chain	107	117	112	109	108	109	96	87	92	97	103	107	124
Hospitality and Travel	110	117	117	113	126	125	106	91	89	92	100	100	105
Health Care	111	116	118	125	129	120	111	109	111	117	117	117	125
Software, Hardware, Telecom	207	222	221	218	223	222	184	143	146	176	186	195	209
Marketing & Communications/Arts/Creative	135	144	149	144	150	151	127	107	105	117	128	134	149
Customer service	89	98	95	88	100	99	74	64	58	67	72	80	97
Legal	99	107	103	90	97	96	79	80	82	88	92	97	105

Annexure: KSA Industry Data *

Industries	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering, Construction and Real Estate	112	121	117	116	110	114	105	95	96	95	96	98	99
BFSI	138	165	179	167	164	167	158	147	139	137	142	136	135
Production/Manufacturing, Automotive and Ancillary	100	111	99	94	90	89	79	72	78	82	87	91	100
Retail/Trade and Logistics	87	91	89	92	92	92	89	84	76	73	73	74	85
Oil and Gas	130	112	111	109	117	113	109	106	97	92	87	86	83
IT and Telecom/ISP	196	200	210	215	214	207	195	185	177	174	174	159	182
Hospitality	101	98	93	92	93	99	85	80	77	80	84	87	96
Education	98	95	99	113	113	105	100	98	98	95	96	96	95
Petrochemicals	101	105	107	107	100	102	99	98	105	103	100	101	102
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	139	136	152	167	182	173	158	147	152	159	155	161	179
Health Care	188	193	200	213	201	195	185	182	185	190	189	185	211
Advertising, Market Research, Public Relations, Media and Entertainment	169	172	180	183	192	188	183	176	182	177	166	170	200

Annexure: KSA Functional Area Data *

Functions	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering and Production	100	98	94	103	102	104	93	76	87	80	78	79	81
Finance and Account	128	145	140	135	135	140	129	104	117	114	131	130	123
HR & Admin.	102	106	106	110	104	110	100	86	93	89	91	91	95
Sales and BD	134	142	135	144	148	155	132	106	110	107	123	127	135
Purchase / Logistics / Supply Chain	95	95	85	99	97	102	89	75	85	82	94	93	109
Hospitality and Travel	100	108	103	110	120	122	105	75	81	78	92	106	103
Health Care	142	149	152	157	154	147	137	134	138	138	136	136	143
Software, Hardware, Telecom	196	199	208	233	215	224	200	175	179	171	177	175	195
Marketing & Communications/Arts/Creative	147	143	135	139	151	152	136	107	122	116	124	126	135

Annexure: UAE Industry Data *

Industries	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering, Construction and Real Estate	54	63	57	67	56	59	48	49	46	45	51	55	62
BFSI	71	90	90	99	87	86	62	67	68	70	72	72	71
Production/Manufacturing, Automotive and Ancillary	96	94	86	89	73	79	71	68	69	69	71	67	70
Retail/Trade and Logistics	66	73	69	77	74	72	48	48	40	40	45	53	61
Oil and Gas	82	81	69	64	69	65	60	60	57	54	55	55	56
IT and Telecom/ISP	94	117	107	109	106	101	78	75	85	76	78	82	88
Hospitality	81	87	84	83	82	80	66	63	62	62	63	65	64
Education	105	116	125	139	134	132	106	103	104	102	102	97	100
Petrochemicals	104	101	101	107	105	106	119	107	110	106	103	101	104
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	132	138	133	128	128	127	97	90	116	118	104	110	122
Health Care	128	130	126	125	115	115	132	116	127	121	123	123	126
Advertising, Market Research, Public Relations, Media and Entertainment	67	67	68	69	72	70	62	60	61	62	63	65	67

Annexure: UAE Functional Area Data *

Functions	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Engineering and Production	135	137	136	143	132	123	90	73	96	81	89	79	91
Finance and Account	45	45	45	44	42	40	32	30	34	31	34	35	37
HR & Admin.	34	34	33	38	40	34	17	9	13	10	11	10	16
Sales and BD	47	47	42	43	44	41	26	17	26	16	24	28	35
Purchase / Logistics / Supply Chain	95	96	95	100	101	97	88	84	81	79	81	84	90
Hospitality and Travel	79	80	79	79	81	76	61	58	59	56	57	60	60
Health Care	73	73	74	73	71	72	69	70	74	71	73	73	76
Software, Hardware, Telecom	98	100	97	106	101	95	78	70	83	75	81	78	81
Marketing & Communications/Arts/Creative	122	123	119	119	120	121	85	72	92	79	92	85	99
Customer service	65	65	65	65	70	64	52	49	52	51	53	55	54

Thank you

