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Employment Index

August 2020

Hiring Trends in Gulf



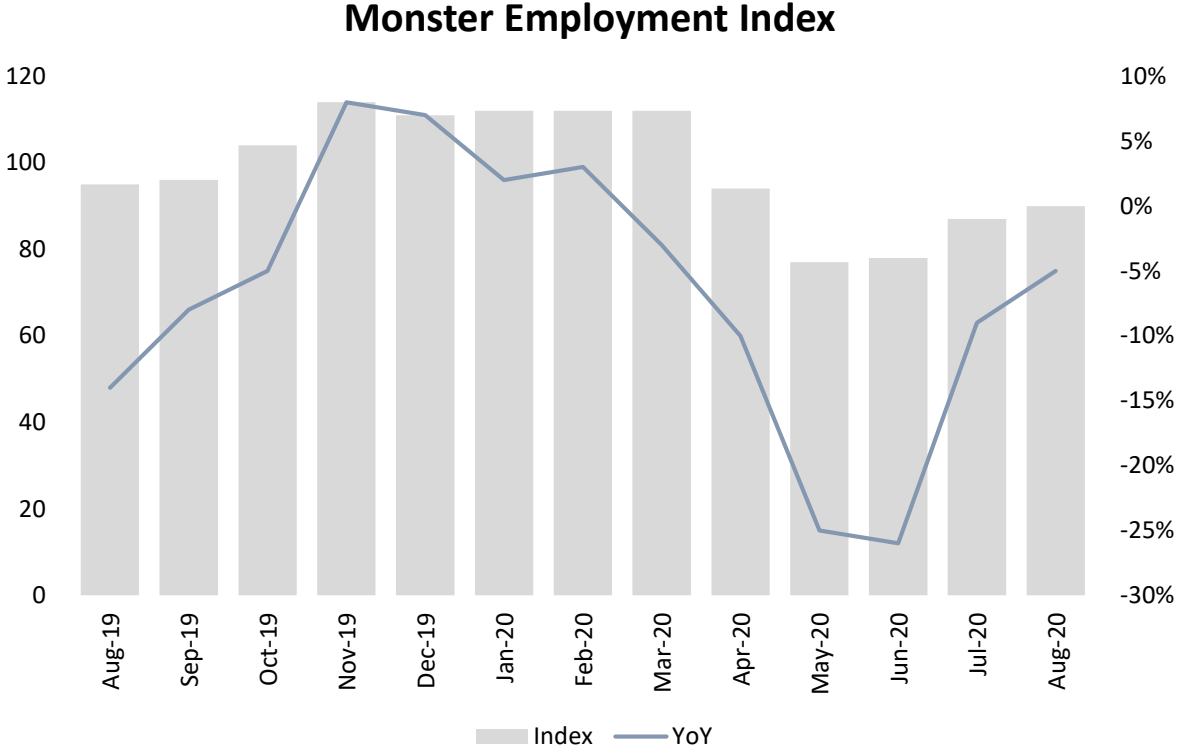
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Key Highlights of the Month

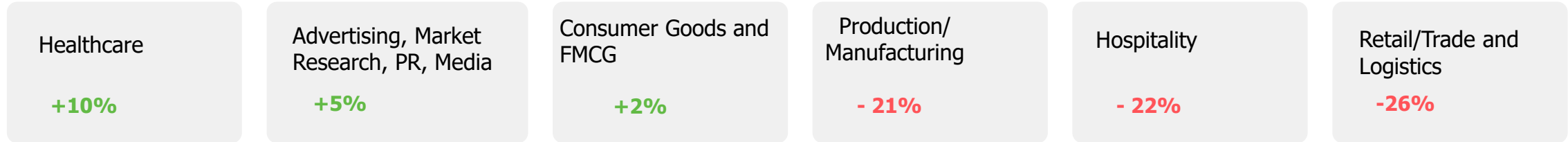
Monster Employment Index Gulf witnesses year-on-year decline of 5% in August 2020

- ✓ The Monster Employment Index (MEI) slipped to 90 in August 2020 from 95 in August 2019.
- ✓ Month-on-month, uptrend of 3% was registered; July 2020 saw an index of 87. This improvement in demand indicates that hiring is picking up among companies.

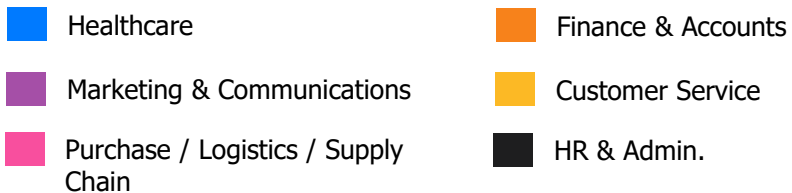
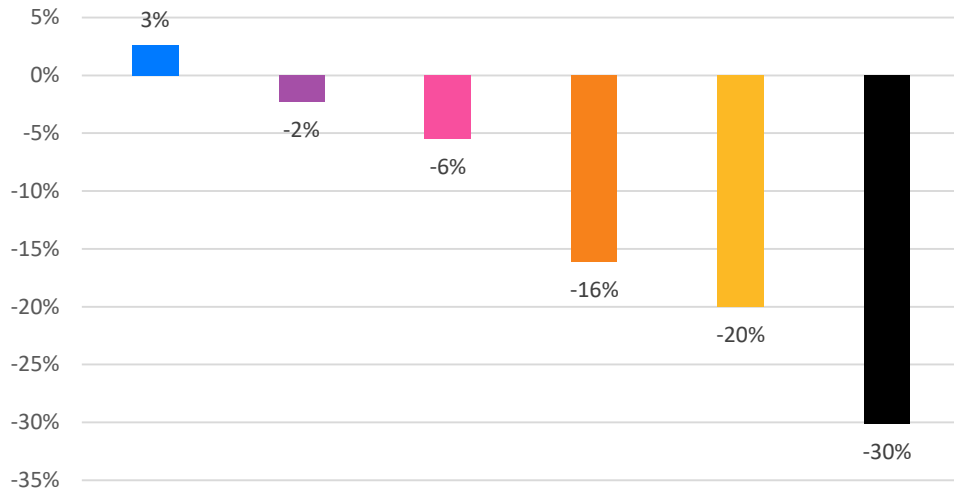


Hiring Trends – Summary*

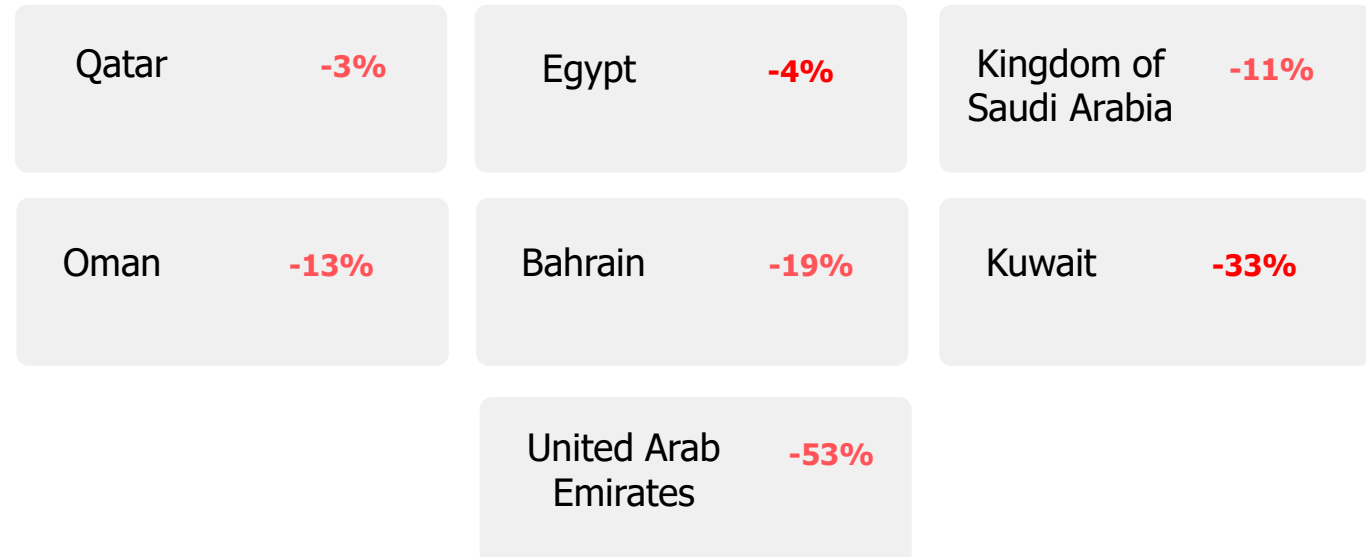
INDUSTRY



FUNCTIONAL AREA



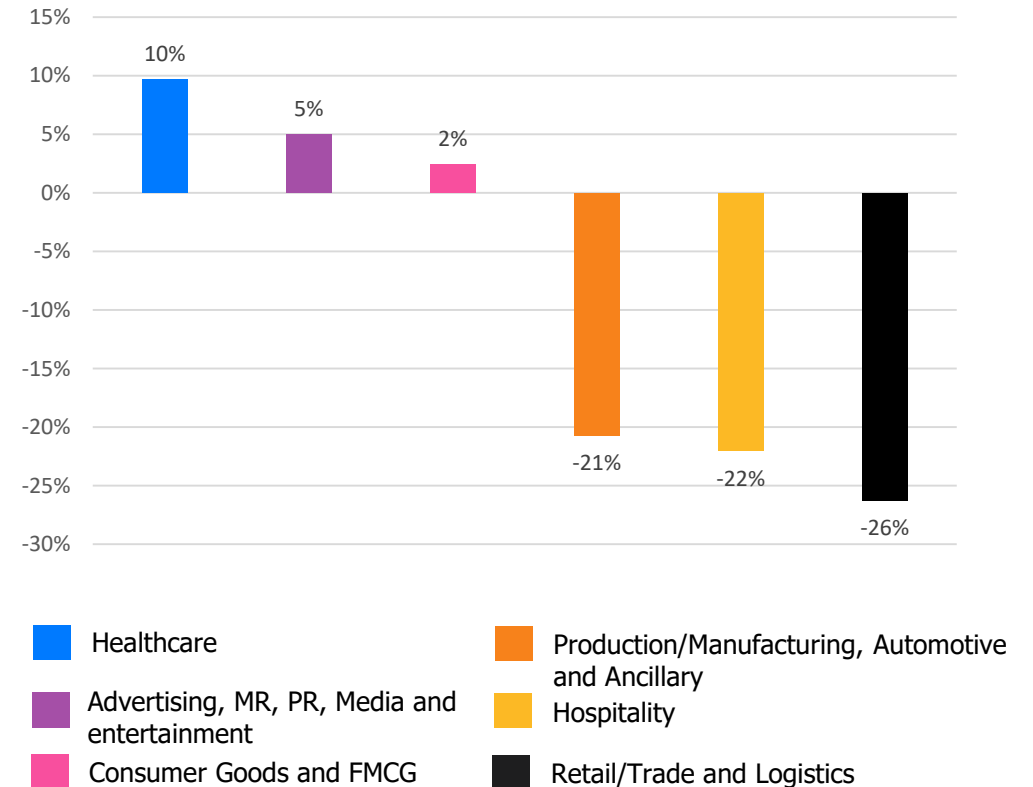
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in August '20 exceeded August '19 level in 5 of the 12 Industries monitored by the Index

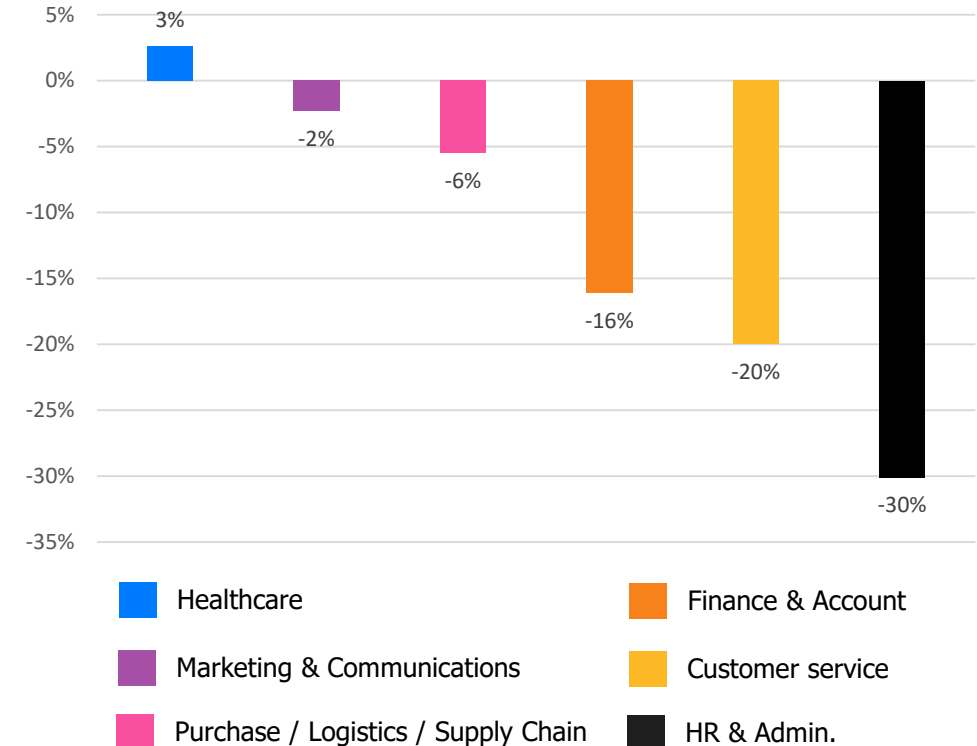
- ✓ **Healthcare** (+10%) registered the most-notable annual growth among industries in August 2020. This was followed by **Advertising, Market Research, Public Relations, Media and Entertainment** (+5%) and **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry** (+2%).
- ✓ Whereas, **Retail/Trade and Logistics** (-26%), **Hospitality** (-22%) and **Production/Manufacturing, Automotive and Ancillary** (-21%) continued to register the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include- **Education** (1%), **IT and Telecom/ISP** (0%), **BFSI** (-2%), **Engineering, Construction and Real Estate** (-5%) and **Petrochemicals** (-7%) among others.



Hiring Trends - Functional Area*

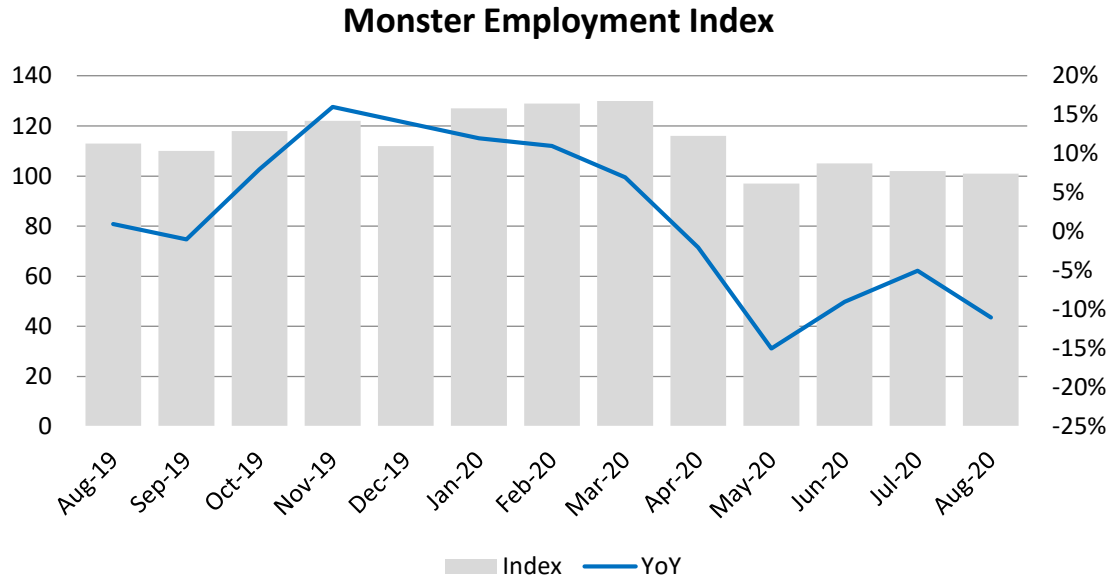
Annual online demand for professionals fell in almost all the functional areas monitored by the Index

- ✓ All the job-roles except **Healthcare** (3%) witnessed receded year-on-year growth in August 2020. Of which, **HR & Admin** (-30%) saw the steepest slump.
- ✓ Some of the functional areas that are still affected due to COVID-19 pandemic include- **Sales and BD** (-16%), **Legal** (-13%) **Engineering and Production** (-9%), **Software, Hardware, Telecom** (-8%), **Hospitality and Travel** (-7%) and **Purchase/ Logistics/ Supply Chain** (-6%) among others.

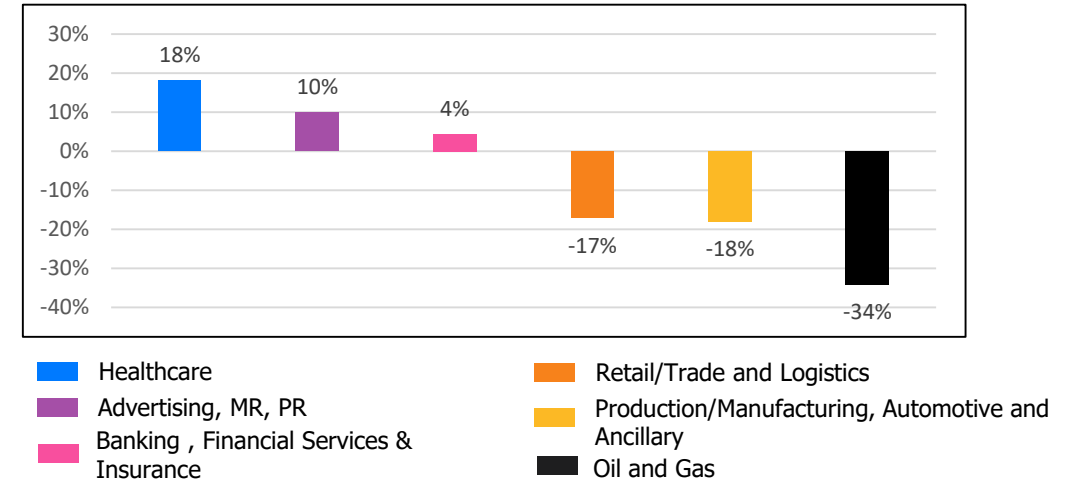


Hiring Trends – Kingdom of Saudi Arabia *

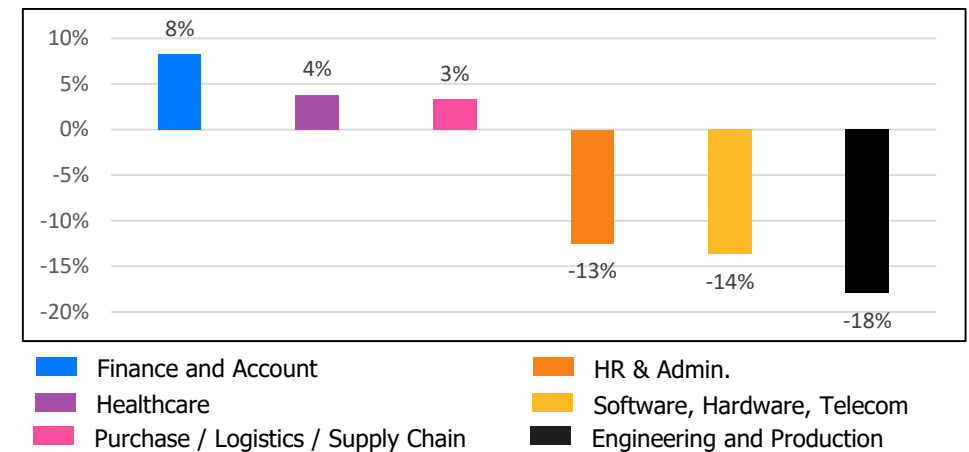
Monster Employment Index KSA records decline of 11% in August'20 from the year-ago level



Industry Trend



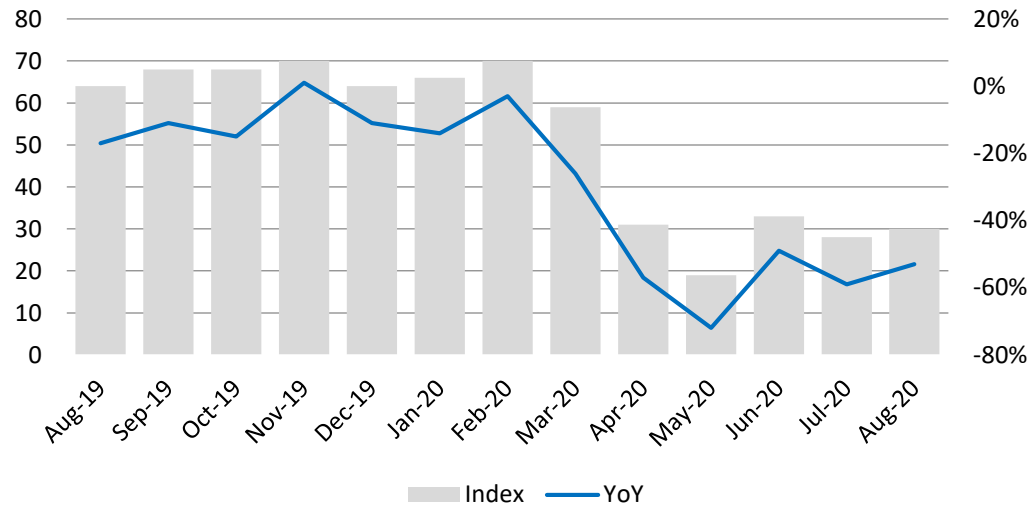
Functional Area Trend



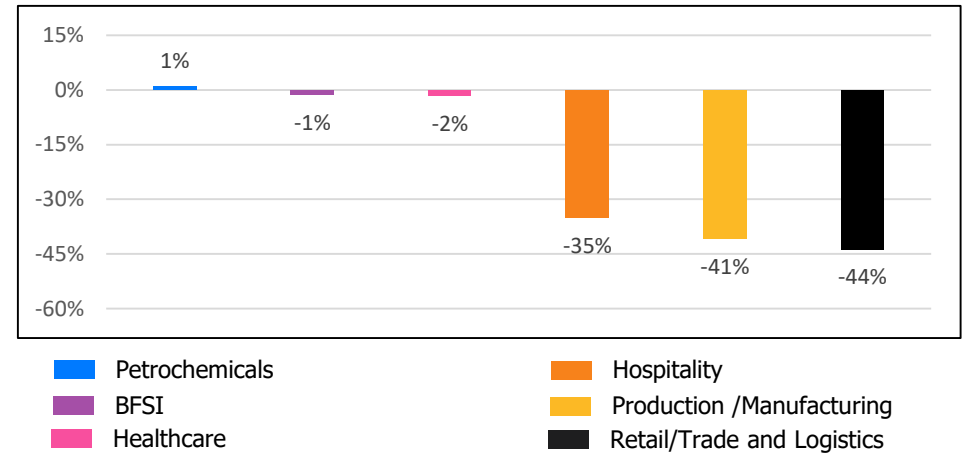
- ✓ The Monster Employment Index KSA decreased to 101 in August 2020 from 113 in August 2019.
- ✓ Among the industries, **Healthcare** (+18%) led annual growth; whereas, **Oil and Gas** (-34%) continued to decline.
- ✓ Among functions, **Finance and Account** (+8%) saw a steep inclination in online demand for talent.

Hiring Trends – United Arab Emirates*

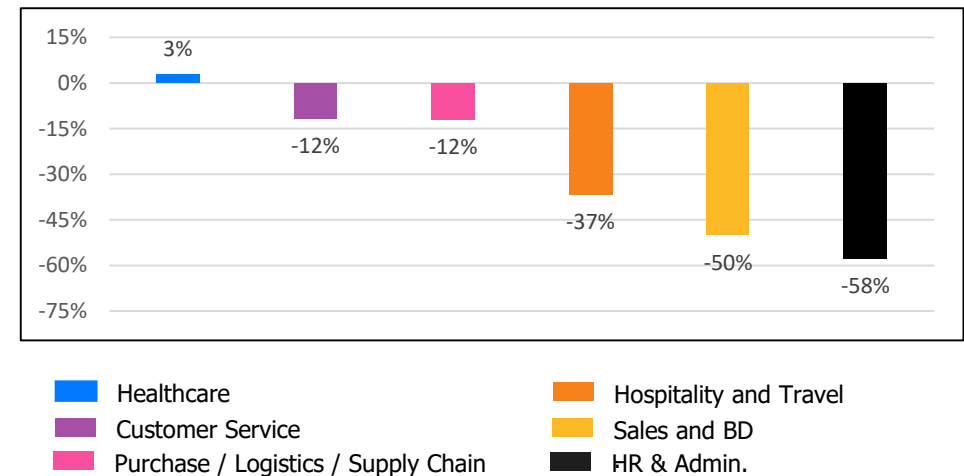
Monster Employment Index UAE witnesses decline of 53% between August'19 and August'20



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index UAE decreased to 30 in August 2020 from 64 in August 2019.
- ✓ Online recruitment activity showed decline in almost all the industries except **Petrochemicals** (+1%) industry. The worst affected industry was **Retail/Trade and Logistics** (-44%).
- ✓ Among functions, **Healthcare** (+3%) saw an incline while **HR & Admin.** (-58%) saw a huge decline annually in August 2020.

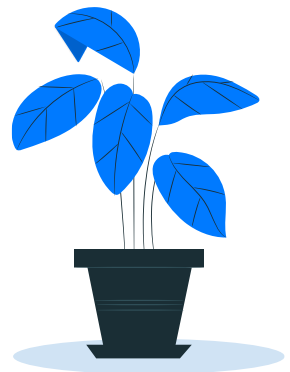
Data & Methodology

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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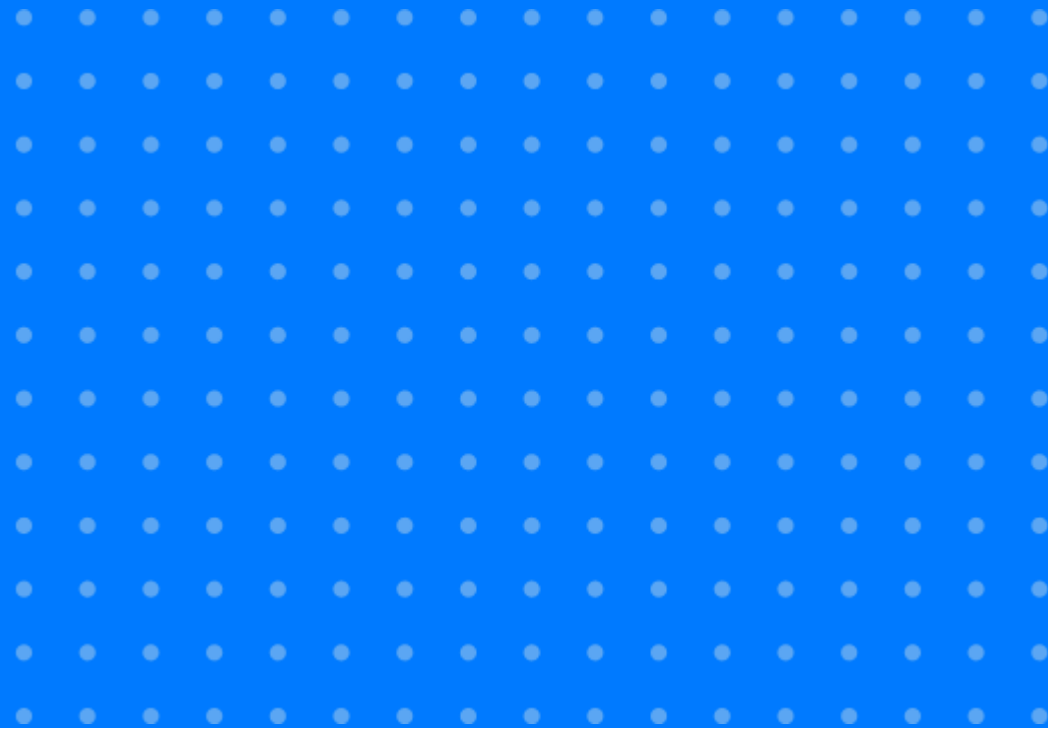
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Annexure



Annexure: All Gulf Industry Data*

Industries	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering, Construction and Real Estate	93	90	90	103	99	100	94	89	83	78	82	85	88
BFSI	86	90	80	91	89	88	89	92	81	78	83	85	84
Production/Manufacturing, Automotive and Ancillary	111	103	94	101	94	95	85	86	78	74	78	82	88
Retail/Trade and Logistics	80	76	78	78	74	73	79	79	67	58	52	54	59
Oil and Gas	61	64	65	71	64	66	85	84	78	68	65	52	51
IT and Telecom/ISP	218	216	216	232	221	248	287	284	260	235	215	219	218
Hospitality	100	100	102	96	92	93	98	96	83	76	75	76	78
Education	109	105	105	106	109	115	121	122	116	108	110	109	110
Petrochemicals	109	109	105	107	109	109	106	105	97	93	100	98	97
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	166	159	166	156	156	160	177	175	153	137	163	172	170
Health Care	134	134	137	137	136	146	138	138	135	133	141	144	147
Advertising, Market Research, Public Relations, Media and Entertainment	60	59	60	63	63	64	67	67	62	59	59	65	63

Annexure: All Gulf Functional Area Data*

Functions	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering and Production	93	94	92	95	92	94	92	90	85	79	81	81	85
Finance and Account	93	91	87	94	94	84	83	84	70	60	68	74	78
HR & Admin.	93	92	88	103	97	96	104	107	82	60	57	62	65
Sales and BD	96	93	93	99	98	97	98	98	81	68	70	75	81
Purchase / Logistics / Supply Chain	109	109	107	117	112	109	108	109	96	87	92	97	103
Hospitality and Travel	107	109	110	117	117	113	126	125	106	91	89	92	100
Health Care	114	112	111	116	118	125	129	120	111	109	111	117	117
Software, Hardware, Telecom	203	210	207	222	221	218	223	222	184	143	146	176	186
Marketing & Communications/Arts/Creative	131	134	135	144	149	144	150	151	127	107	105	117	128
Customer service	90	89	89	98	95	88	100	99	74	64	58	67	72
Legal	106	104	99	107	103	90	97	96	79	80	82	88	92

Annexure: KSA Industry Data *

Industries	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering, Construction and Real Estate	109	106	112	121	117	116	110	114	105	95	96	95	96
BFSI	136	136	138	165	179	167	164	167	158	147	139	137	142
Production/Manufacturing, Automotive and Ancillary	106	95	100	111	99	94	90	89	79	72	78	82	87
Retail/Trade and Logistics	88	86	87	91	89	92	92	92	89	84	76	73	73
Oil and Gas	132	130	130	112	111	109	117	113	109	106	97	92	87
IT and Telecom/ISP	194	181	196	200	210	215	214	207	195	185	177	174	174
Hospitality	99	107	101	98	93	92	93	99	85	80	77	80	84
Education	106	100	98	95	99	113	113	105	100	98	98	95	96
Petrochemicals	108	106	101	105	107	107	100	102	99	98	105	103	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	151	136	139	136	152	167	182	173	158	147	152	159	155
Health Care	160	162	188	193	200	213	201	195	185	182	185	190	189
Advertising, Market Research, Public Relations, Media and Entertainment	151	157	169	172	180	183	192	188	183	176	182	177	166

Annexure: KSA Functional Area Data *

Functions	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering and Production	95	94	100	98	94	103	102	104	93	76	87	80	78
Finance and Account	121	122	128	145	140	135	135	140	129	104	117	114	131
HR & Admin.	104	101	102	106	106	110	104	110	100	86	93	89	91
Sales and BD	137	125	134	142	135	144	148	155	132	106	110	107	123
Purchase / Logistics / Supply Chain	91	89	95	95	85	99	97	102	89	75	85	82	94
Hospitality and Travel	104	102	100	108	103	110	120	122	105	75	81	78	92
Health Care	131	129	142	149	152	157	154	147	137	134	138	138	136
Software, Hardware, Telecom	205	192	196	199	208	233	215	224	200	175	179	171	177
Marketing & Communications/Arts/Creative	131	127	147	143	135	139	151	152	136	107	122	116	124

Annexure: UAE Industry Data *

Industries	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering, Construction and Real Estate	56	53	54	63	57	67	56	59	48	49	46	45	51
BFSI	73	68	71	90	90	99	87	86	62	67	68	70	72
Production/Manufacturing, Automotive and Ancillary	120	94	96	94	86	89	73	79	71	68	69	69	71
Retail/Trade and Logistics	80	68	66	73	69	77	74	72	48	48	40	40	45
Oil and Gas	77	86	82	81	69	64	69	65	60	60	57	54	55
IT and Telecom/ISP	100	87	94	117	107	109	106	101	78	75	85	76	78
Hospitality	97	86	81	87	84	83	82	80	66	63	62	62	63
Education	116	106	105	116	125	139	134	132	106	103	104	102	102
Petrochemicals	102	102	104	101	101	107	105	106	119	107	110	106	103
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	140	133	132	138	133	128	128	127	97	90	116	118	104
Health Care	125	132	128	130	126	125	115	115	132	116	127	121	123
Advertising, Market Research, Public Relations, Media and Entertainment	73	68	67	67	68	69	72	70	62	60	61	62	63

Annexure: UAE Functional Area Data *

Functions	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20
Engineering and Production	115	142	135	137	136	143	132	123	90	73	96	81	89
Finance and Account	46	45	45	45	45	44	42	40	32	30	34	31	34
HR & Admin.	26	27	34	34	33	38	40	34	17	9	13	10	11
Sales and BD	48	48	47	47	42	43	44	41	26	17	26	16	24
Purchase / Logistics / Supply Chain	92	94	95	96	95	100	101	97	88	84	81	79	81
Hospitality and Travel	90	91	79	80	79	79	81	76	61	58	59	56	57
Health Care	71	70	73	73	74	73	71	72	69	70	74	71	73
Software, Hardware, Telecom	93	96	98	100	97	106	101	95	78	70	83	75	81
Marketing & Communications/Arts/Creative	117	120	122	123	119	119	120	121	85	72	92	79	92
Customer service	60	62	65	65	65	65	70	64	52	49	52	51	53

Thank you

