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Employment Index

July 2020

Hiring Trends in Gulf



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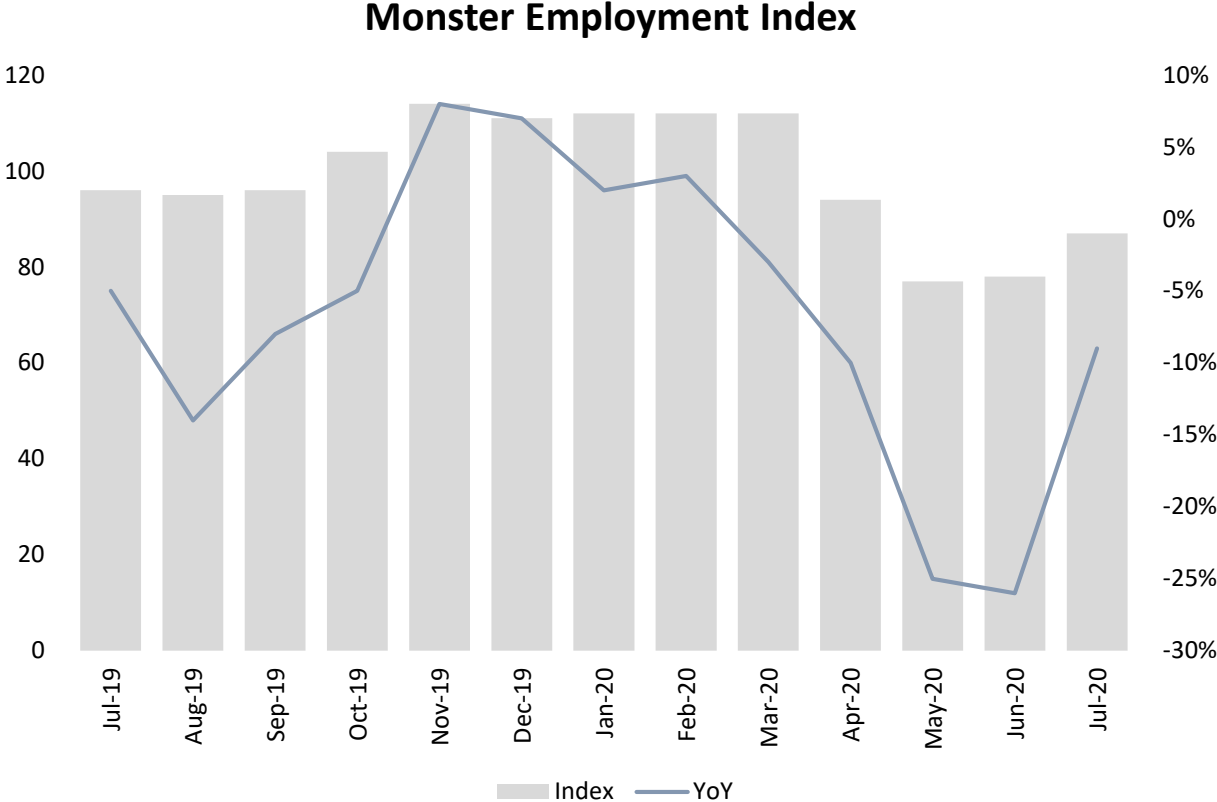


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Key Highlights of the Month

Monster Employment Index Gulf witnesses year-on-year decline of 9% in July 2020

- ✓ The Monster Employment Index (MEI) slipped to 87 in July 2020 from 96 in July 2019.
- ✓ Month-on-month, uptrend of 12% was registered; June 2020 saw an index of 78. This improvement in demand indicates that hiring is picking up among companies.

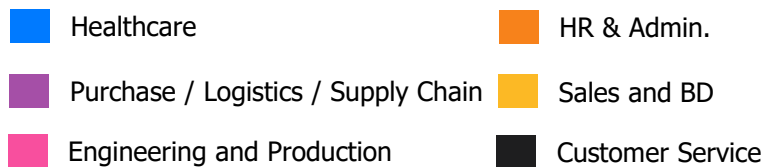
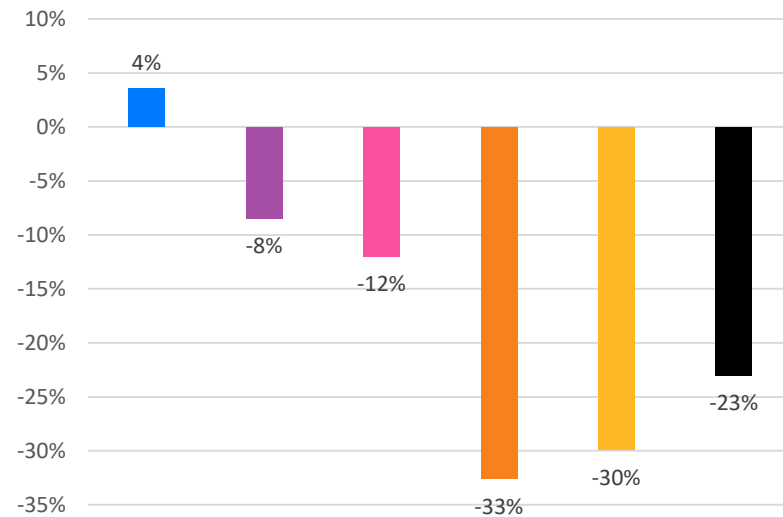


Hiring Trends – Summary*

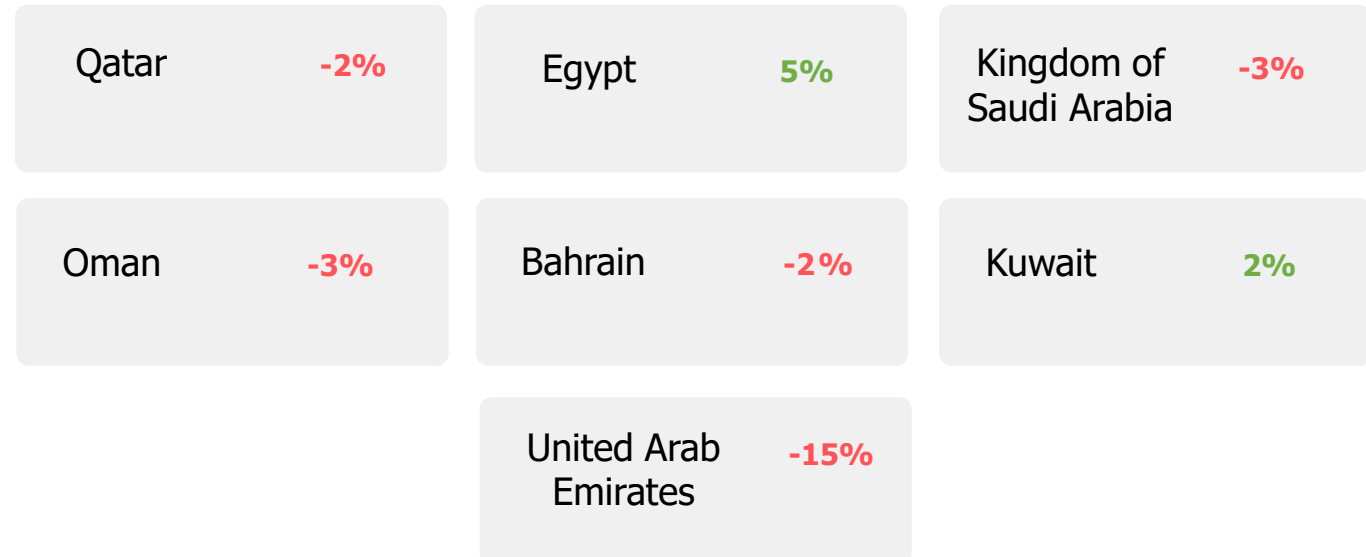
INDUSTRY



FUNCTIONAL AREA



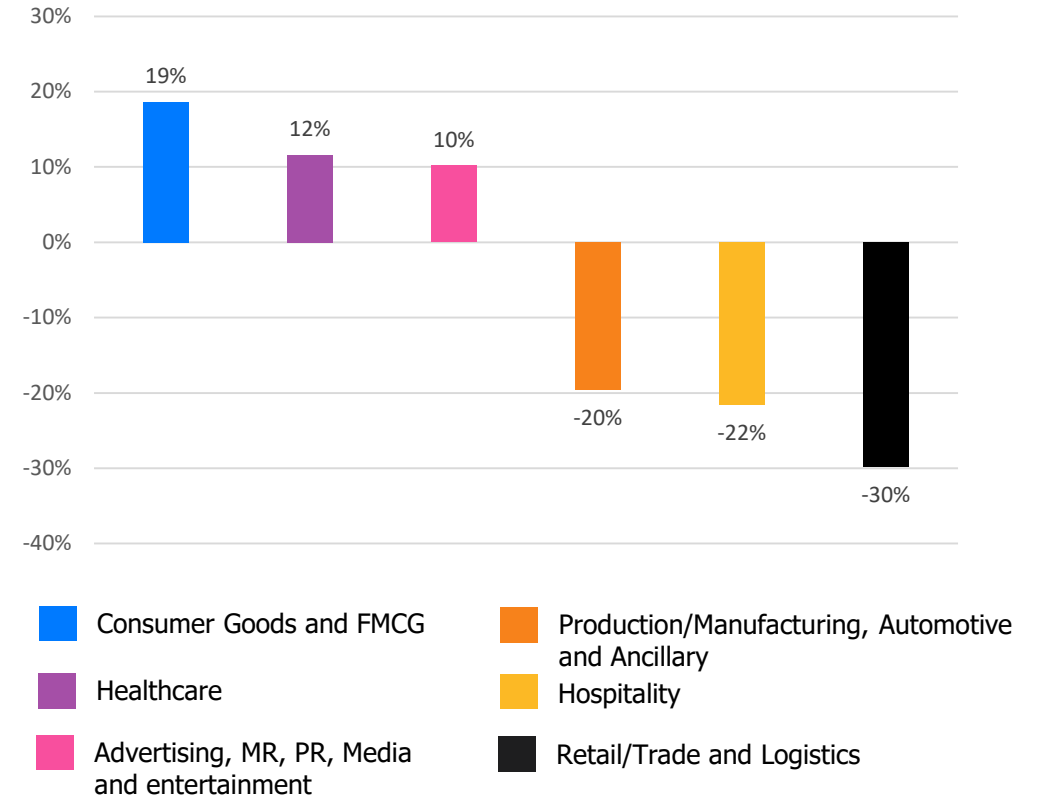
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in July '20 exceeded July '19 level in 4 of the 12 Industries monitored by the Index

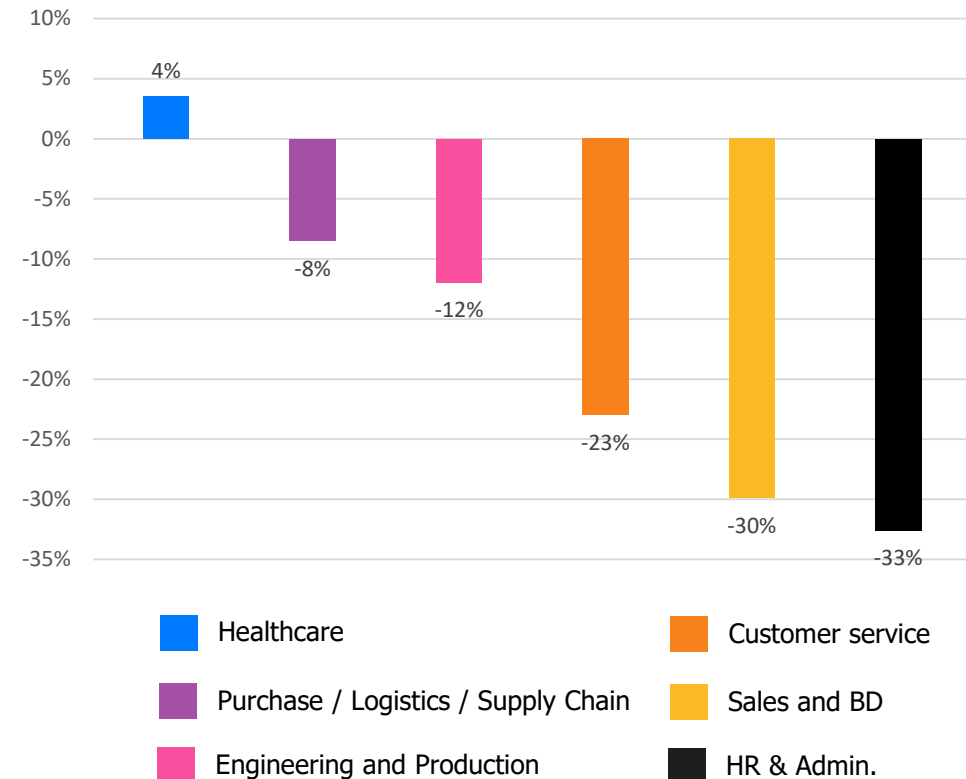
- ✓ **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry (+19%)** registered the most-notable annual growth among industries in July 2020. This was followed by **Healthcare (+12%)** and **Advertising, Market Research, Public Relations, Media and Entertainment (+10%)**.
- ✓ Whereas, **Retail/Trade and Logistics (-30%)**, **Hospitality (-22%)** and **Production/Manufacturing, Automotive and Ancillary (-20%)** registered the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include- **Education (-2%)**, **IT and Telecom/ISP (-2%)**, **Petrochemicals (-7%)** and **Engineering, Construction and Real Estate (-18%)** among others.



Hiring Trends - Functional Area*

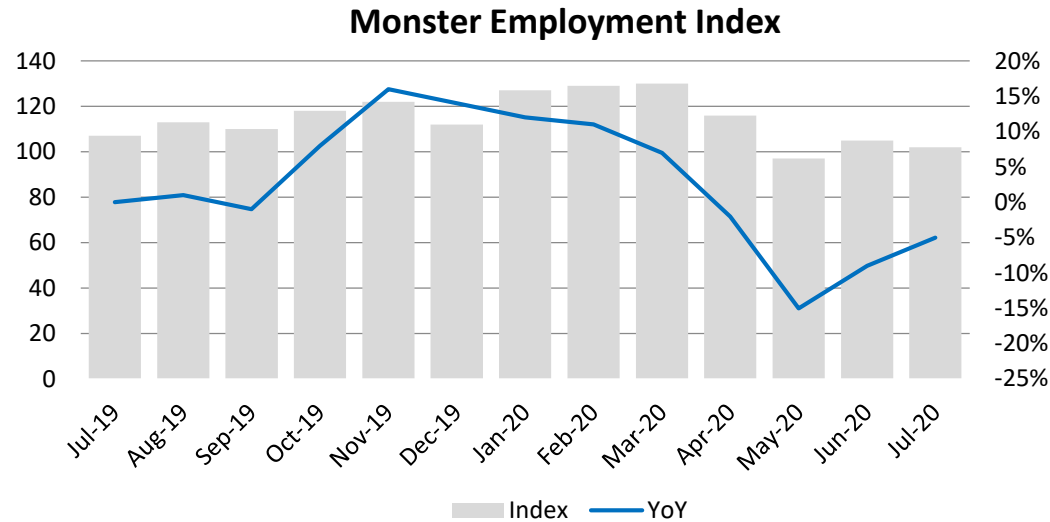
Annual online demand for professionals fell in almost all the functional areas monitored by the Index

- ✓ All the job-roles except **Healthcare** (4%) witnessed receded year-on-year growth in July 2020. Of which, **HR & Admin** (-33%) saw the steepest slump.
- ✓ Some of the other functional areas that were affected due to COVID-19 pandemic include- **Sales and BD** (-30%), **Customer service** (-23%), **Finance and Account** (-20%), **Hospitality and Travel** (-16%) and **Legal** (-15%) among others.

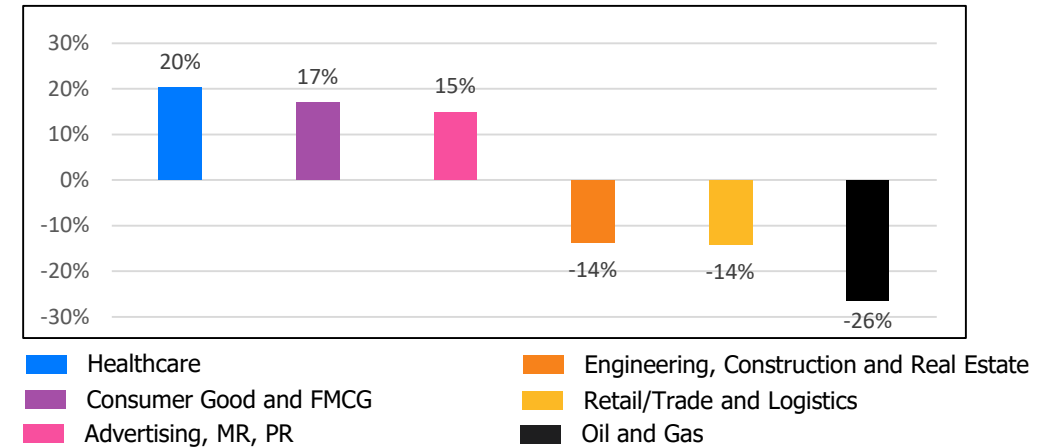


Hiring Trends – Kingdom of Saudi Arabia *

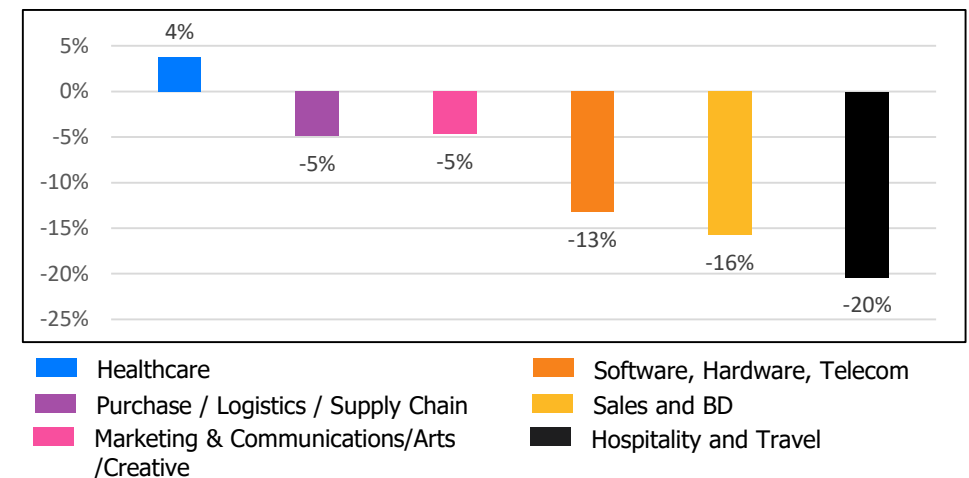
Monster Employment Index KSA records decline of 5% in July'20 from the year-ago level



Industry Trend



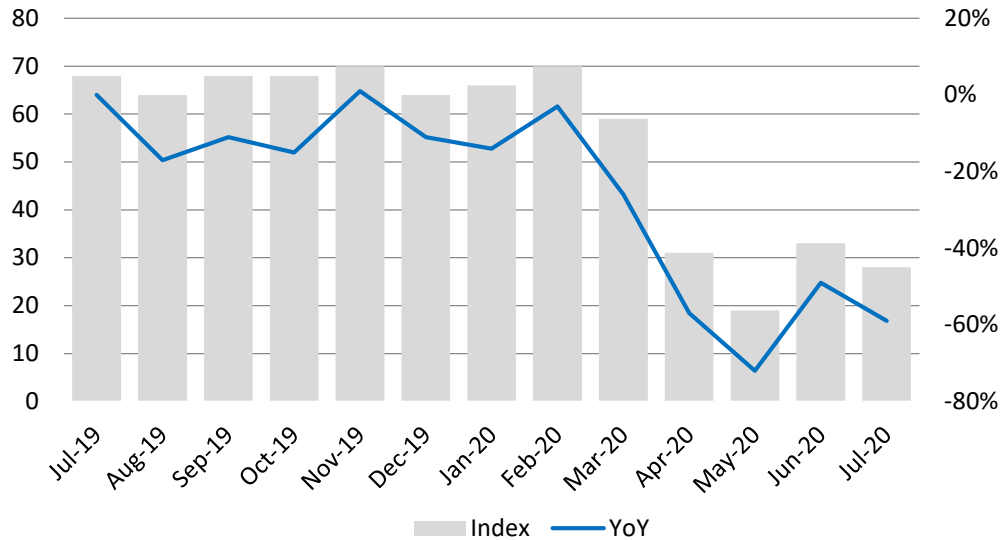
Functional Area Trend



- ✓ The Monster Employment Index KSA decreased to 102 in July 2020 from 107 in July 2019.
- ✓ Among the industries, **Healthcare** (+20%) led annual growth; whereas, **Oil and Gas** (-26%) saw the steepest decline.
- ✓ Among functions, **Healthcare** (+4%) aside, online demand for talent fell for all other job-roles.

Hiring Trends – United Arab Emirates*

Monster Employment Index UAE witnesses decline of 59% between July'19 and July'20

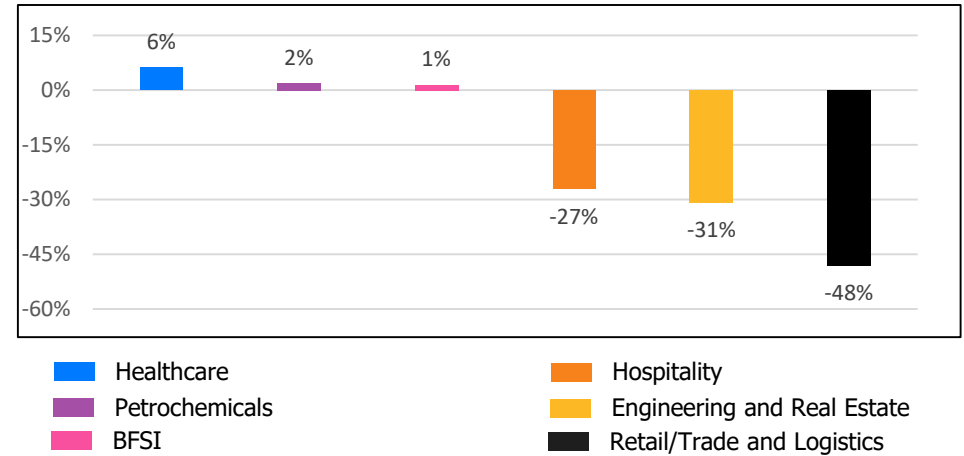


- ✓ The Monster Employment Index UAE decreased to 28 in July 2020 from 68 in July 2019.
- ✓ Online recruitment activity was most-notable in the **Healthcare** (+6%) industry. The worst affected industry was **Retail/Trade and Logistics** (-48%).
- ✓ Among functions, **Sales and BD** (-68%) saw a huge decline annually in July 2020.

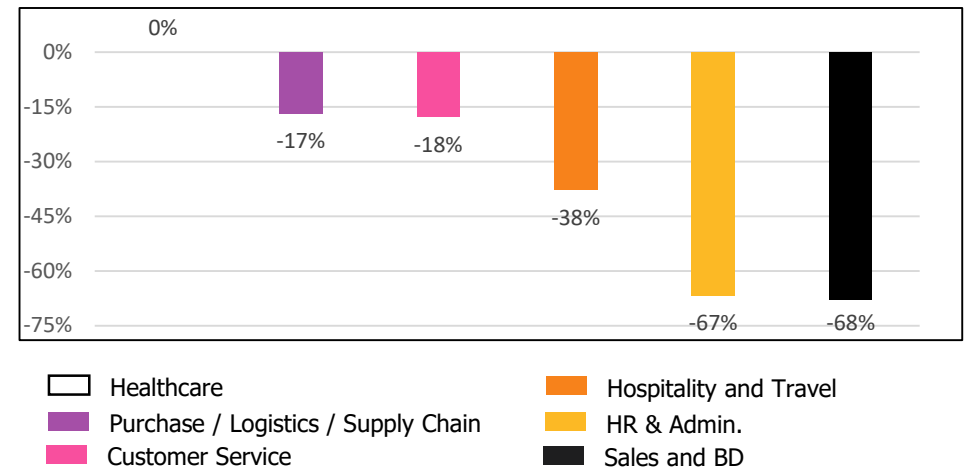
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* All figures represent percentage change between July'19 and July'20

Industry Trend



Functional Area Trend



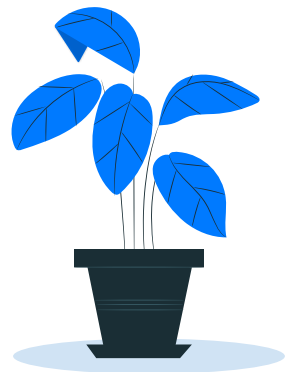
Data & Methodology

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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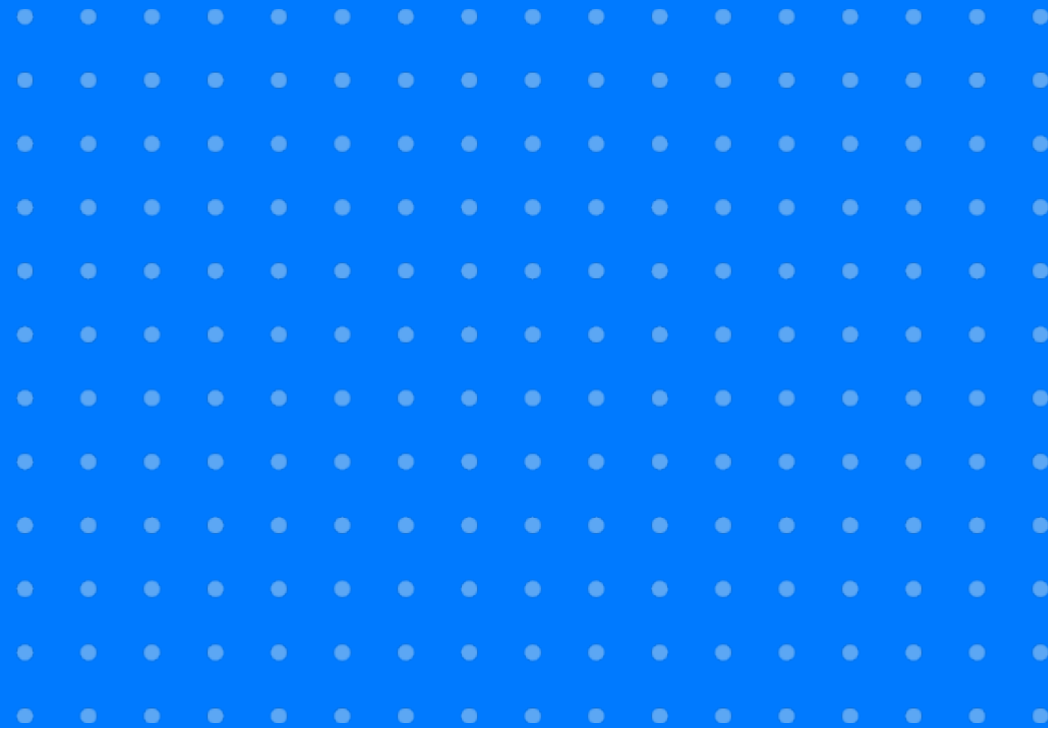
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Annexure



Annexure: All Gulf Industry Data*

Industries	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering, Construction and Real Estate	104	93	90	90	103	99	100	94	89	83	78	82	85
BFSI	82	86	90	80	91	89	88	89	92	81	78	83	85
Production/Manufacturing, Automotive and Ancillary	102	111	103	94	101	94	95	85	86	78	74	78	82
Retail/Trade and Logistics	77	80	76	78	78	74	73	79	79	67	58	52	54
Oil and Gas	58	61	64	65	71	64	66	85	84	78	68	65	52
IT and Telecom/ISP	223	218	216	216	232	221	248	287	284	260	235	215	219
Hospitality	97	100	100	102	96	92	93	98	96	83	76	75	76
Education	111	109	105	105	106	109	115	121	122	116	108	110	109
Petrochemicals	105	109	109	105	107	109	109	106	105	97	93	100	98
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	145	166	159	166	156	156	160	177	175	153	137	163	172
Health Care	129	134	134	137	137	136	146	138	138	135	133	141	144
Advertising, Market Research, Public Relations, Media and Entertainment	59	60	59	60	63	63	64	67	67	62	59	59	65

Annexure: All Gulf Functional Area Data*

Functions	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering and Production	92	93	94	92	95	92	94	92	90	85	79	81	81
Finance and Account	92	93	91	87	94	94	84	83	84	70	60	68	74
HR & Admin.	92	93	92	88	103	97	96	104	107	82	60	57	62
Sales and BD	107	96	93	93	99	98	97	98	98	81	68	70	75
Purchase / Logistics / Supply Chain	106	109	109	107	117	112	109	108	109	96	87	92	97
Hospitality and Travel	109	107	109	110	117	117	113	126	125	106	91	89	92
Health Care	113	114	112	111	116	118	125	129	120	111	109	111	117
Software, Hardware, Telecom	202	203	210	207	222	221	218	223	222	184	143	146	176
Marketing & Communications/Arts/Creative	133	131	134	135	144	149	144	150	151	127	107	105	117
Customer service	87	90	89	89	98	95	88	100	99	74	64	58	67
Legal	104	106	104	99	107	103	90	97	96	79	80	82	88

Annexure: KSA Industry Data *

Industries	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering, Construction and Real Estate	110	109	106	112	121	117	116	110	114	105	95	96	95
BFSI	131	136	136	138	165	179	167	164	167	158	147	139	137
Production/Manufacturing, Automotive and Ancillary	91	106	95	100	111	99	94	90	89	79	72	78	82
Retail/Trade and Logistics	85	88	86	87	91	89	92	92	92	89	84	76	73
Oil and Gas	125	132	130	130	112	111	109	117	113	109	106	97	92
IT and Telecom/ISP	185	194	181	196	200	210	215	214	207	195	185	177	174
Hospitality	91	99	107	101	98	93	92	93	99	85	80	77	80
Education	105	106	100	98	95	99	113	113	105	100	98	98	95
Petrochemicals	104	108	106	101	105	107	107	100	102	99	98	105	103
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	136	151	136	139	136	152	167	182	173	158	147	152	159
Health Care	158	160	162	188	193	200	213	201	195	185	182	185	190
Advertising, Market Research, Public Relations, Media and Entertainment	154	151	157	169	172	180	183	192	188	183	176	182	177

Annexure: KSA Functional Area Data *

Functions	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering and Production	89	95	94	100	98	94	103	102	104	93	76	87	80
Finance and Account	122	121	122	128	145	140	135	135	140	129	104	117	114
HR & Admin.	97	104	101	102	106	106	110	104	110	100	86	93	89
Sales and BD	127	137	125	134	142	135	144	148	155	132	106	110	107
Purchase / Logistics / Supply Chain	86	91	89	95	95	85	99	97	102	89	75	85	82
Hospitality and Travel	98	104	102	100	108	103	110	120	122	105	75	81	78
Health Care	133	131	129	142	149	152	157	154	147	137	134	138	138
Software, Hardware, Telecom	197	205	192	196	199	208	233	215	224	200	175	179	171
Marketing & Communications/Arts/Creative	122	131	127	147	143	135	139	151	152	136	107	122	116

Annexure: UAE Industry Data *

Industries	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering, Construction and Real Estate	65	56	53	54	63	57	67	56	59	48	49	46	45
BFSI	69	73	68	71	90	90	99	87	86	62	67	68	70
Production/Manufacturing, Automotive and Ancillary	94	120	94	96	94	86	89	73	79	71	68	69	69
Retail/Trade and Logistics	77	80	68	66	73	69	77	74	72	48	48	40	40
Oil and Gas	71	77	86	82	81	69	64	69	65	60	60	57	54
IT and Telecom/ISP	94	100	87	94	117	107	109	106	101	78	75	85	76
Hospitality	85	97	86	81	87	84	83	82	80	66	63	62	62
Education	113	116	106	105	116	125	139	134	132	106	103	104	102
Petrochemicals	104	102	102	104	101	101	107	105	106	119	107	110	106
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	125	140	133	132	138	133	128	128	127	97	90	116	118
Health Care	114	125	132	128	130	126	125	115	115	132	116	127	121
Advertising, Market Research, Public Relations, Media and Entertainment	66	73	68	67	67	68	69	72	70	62	60	61	62

Annexure: UAE Functional Area Data *

Functions	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
Engineering and Production	126	115	142	135	137	136	143	132	123	90	73	96	81
Finance and Account	46	46	45	45	45	45	44	42	40	32	30	34	31
HR & Admin.	30	26	27	34	34	33	38	40	34	17	9	13	10
Sales and BD	50	48	48	47	47	42	43	44	41	26	17	26	16
Purchase / Logistics / Supply Chain	95	92	94	95	96	95	100	101	97	88	84	81	79
Hospitality and Travel	90	90	91	79	80	79	79	81	76	61	58	59	56
Health Care	71	71	70	73	73	74	73	71	72	69	70	74	71
Software, Hardware, Telecom	98	93	96	98	100	97	106	101	95	78	70	83	75
Marketing & Communications/Arts/Creative	115	117	120	122	123	119	119	120	121	85	72	92	79
Customer service	62	60	62	65	65	65	65	70	64	52	49	52	51

Thank you

