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Employment Index

June 2020

Hiring Trends in Gulf



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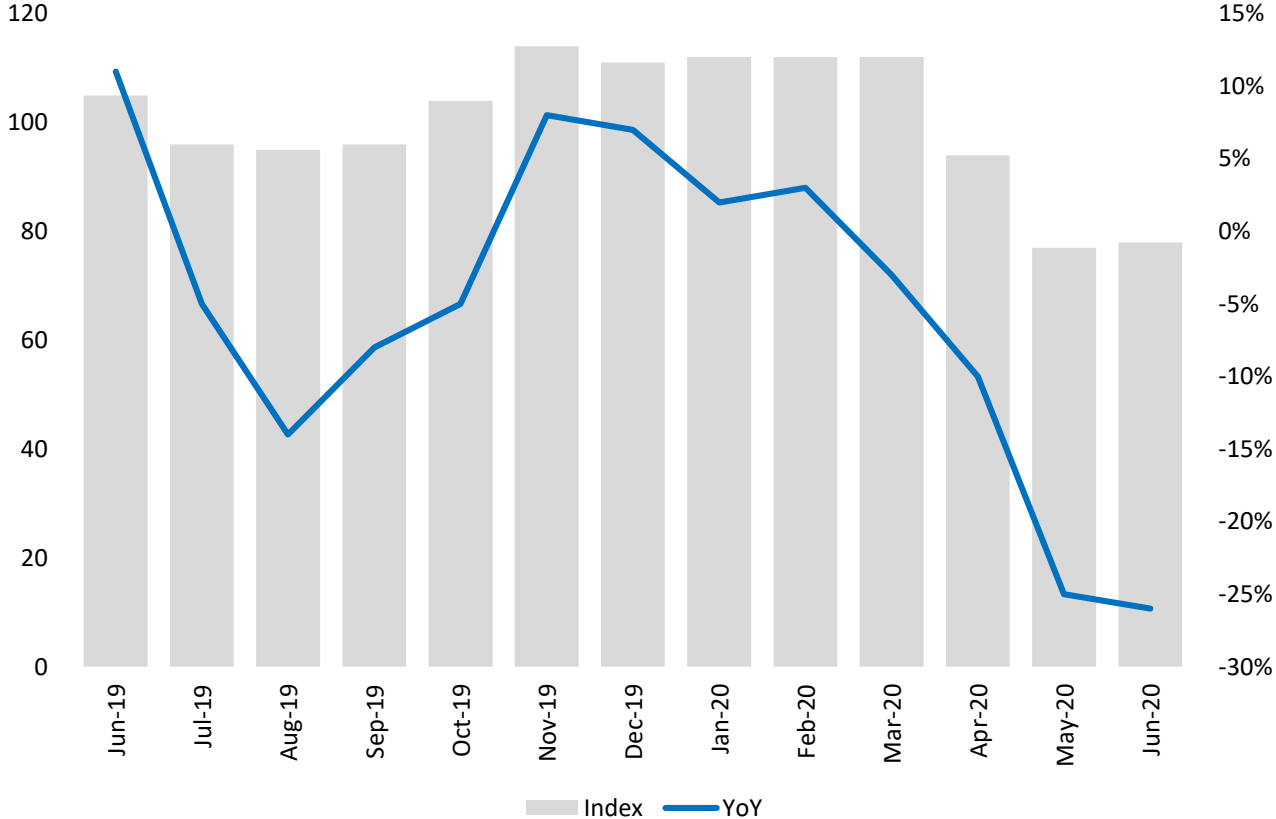


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Key Highlights of the Month

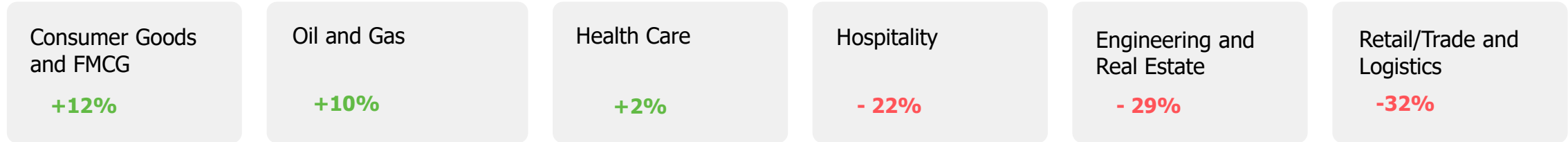
Monster Employment Index Gulf witnesses year-on-year decline of 26% in June 2020

- ✓ The Monster Employment Index (MEI) slipped to 78 in June 2020 from 105 in June 2019.
- ✓ Month-on-month, marginal uptrend of 1% was registered; May 2020 saw an index of 77. This slight improvement in demand indicates that hiring is picking up among companies.

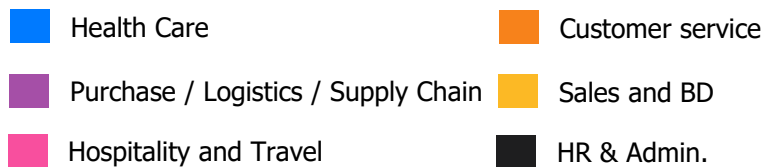
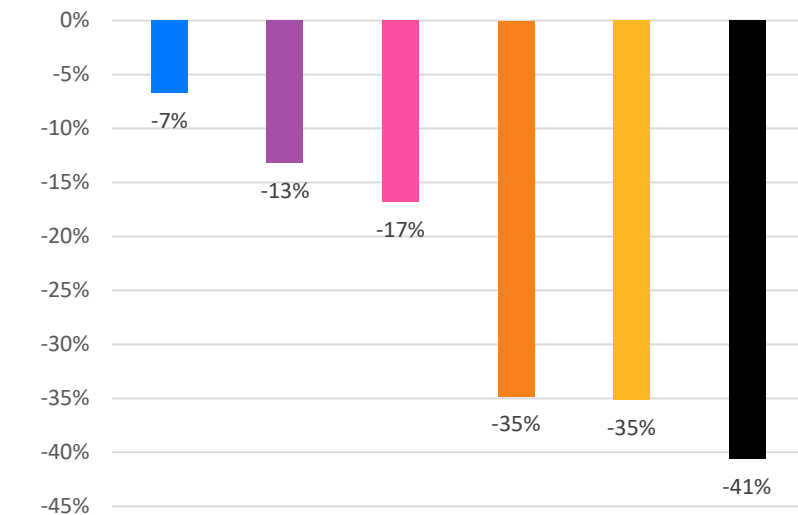


Hiring Trends – Summary*

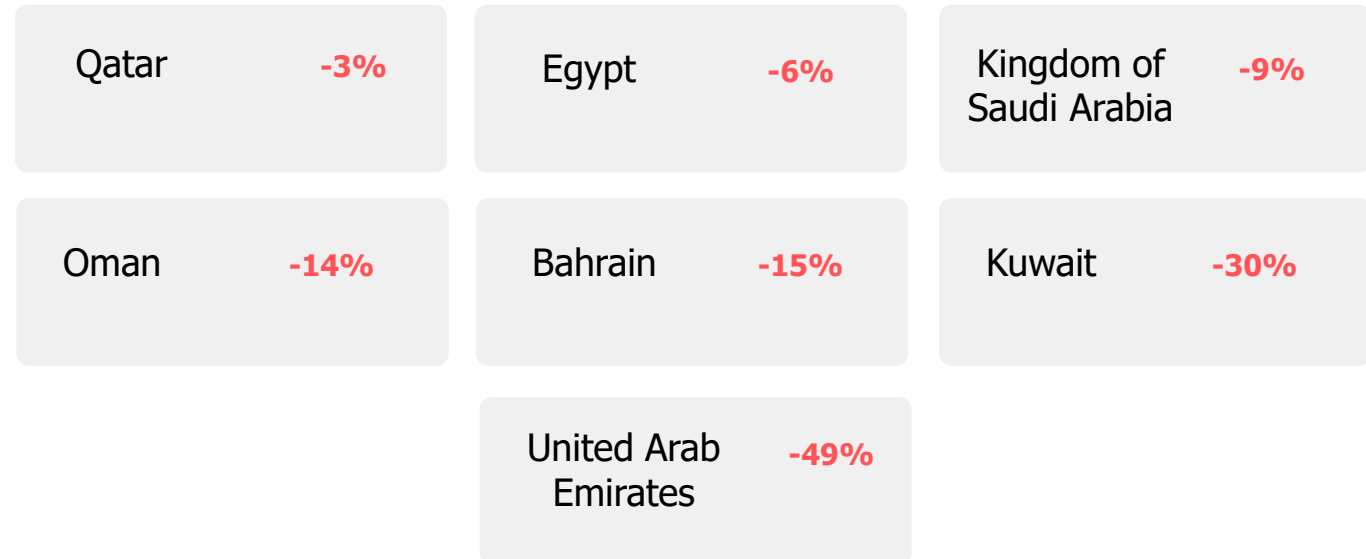
INDUSTRY



FUNCTIONAL AREA



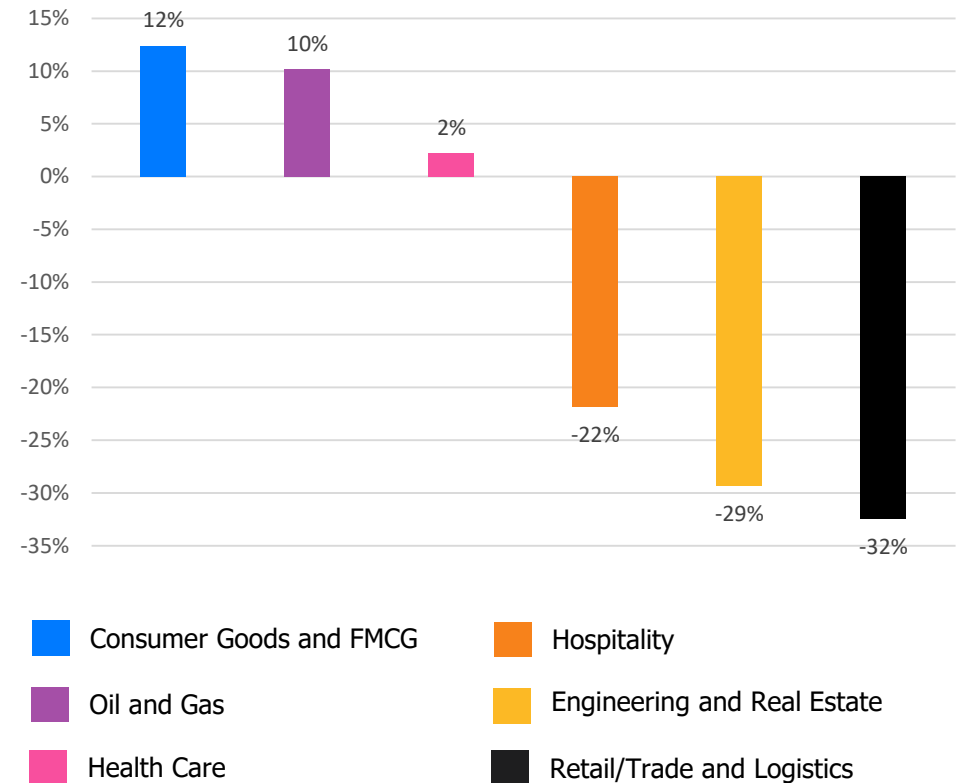
ACROSS REGION



Hiring Trends – Industry*

Online hiring demand in June '20 exceeded June '19 level in 3 of the 12 Industries monitored by the Index

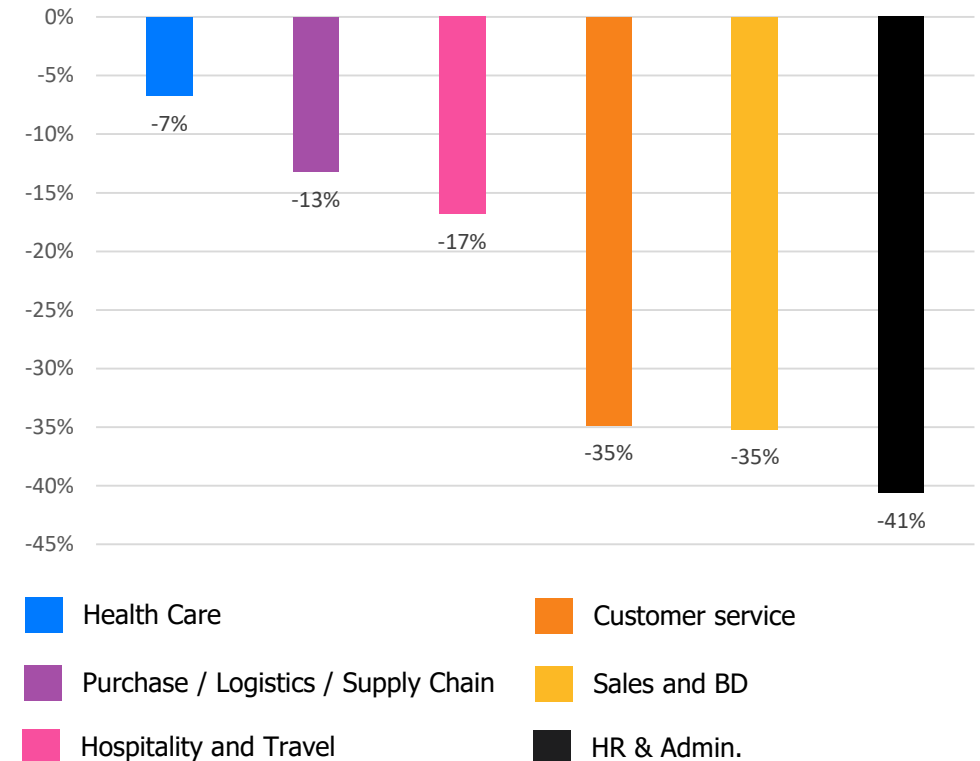
- ✓ **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry (+12%)** registered the most-notable annual growth among industries in June 2020. This was followed by **Oil and Gas (+10%)** and **Health Care (+2%)**.
- ✓ Whereas, **Retail/Trade and Logistics (-32%)**, **Engineering, Construction and Real Estate (-29%)** and **Hospitality (-22%)** registered the steepest year-on-year decline.
- ✓ Other industries that saw plunge in online hiring activity include- **Petrochemicals (-4%)**, **BFSI (-5%)**, **IT and Telecom/ISP (-10%)** and **Production/Manufacturing, Automotive and Ancillary (-19%)** among others.



Hiring Trends - Functional Area*

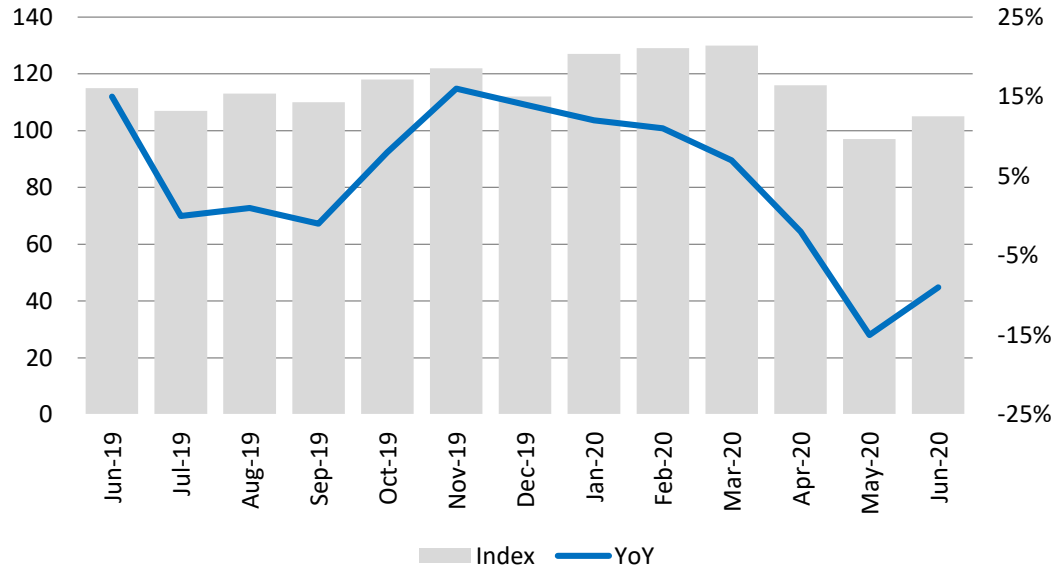
Annual online demand for professionals fell in all the functional areas monitored by the Index

- ✓ All the job-roles witnessed receded year-on-year growth in June 2020. Of which, **Health Care** (-7%) exhibited the least decline and **HR & Admin** (-41%) saw the steepest slump.
- ✓ Some of the other functional areas that were affected due to COVID-19 pandemic include- **Sales and BD** (-35%), **Customer service** (-35%), **Software, Hardware, Telecom** (-26%), **Engineering and Production** (-21%) and **Marketing & Communications/Arts/Creative** (-19%) among others.

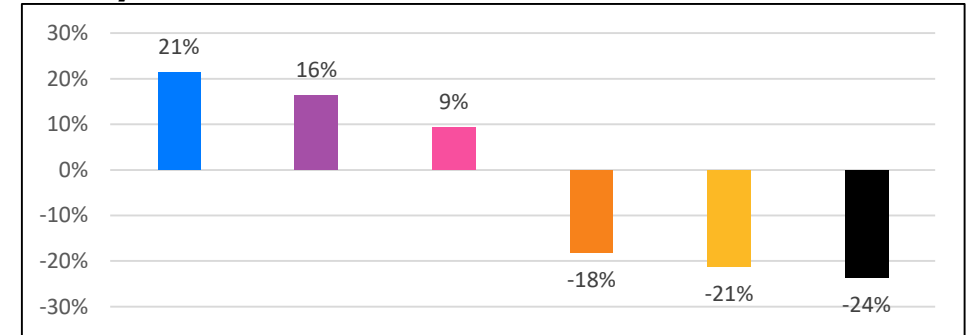


Hiring Trends – Kingdom of Saudi Arabia *

Monster Employment Index KSA records decline of 9% in June'20 from the year-ago level

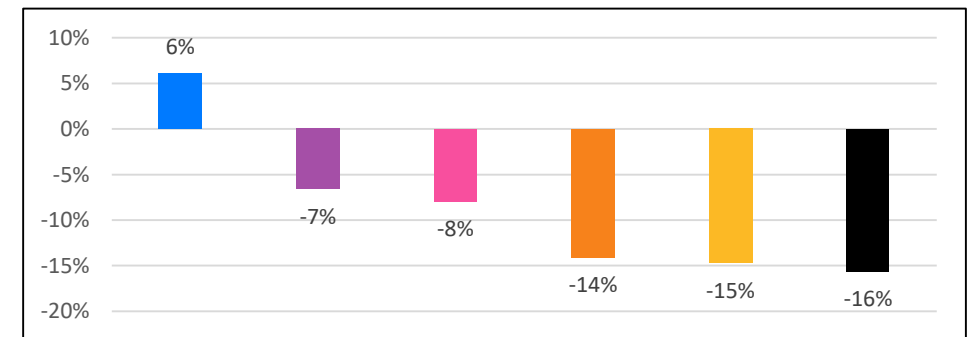


Industry Trend



- Advertising and PR
- Health Care
- Consumer Good and FMCG
- Hospitality
- Production/Manufacturing, Automotive
- Oil and Gas

Functional Area Trend

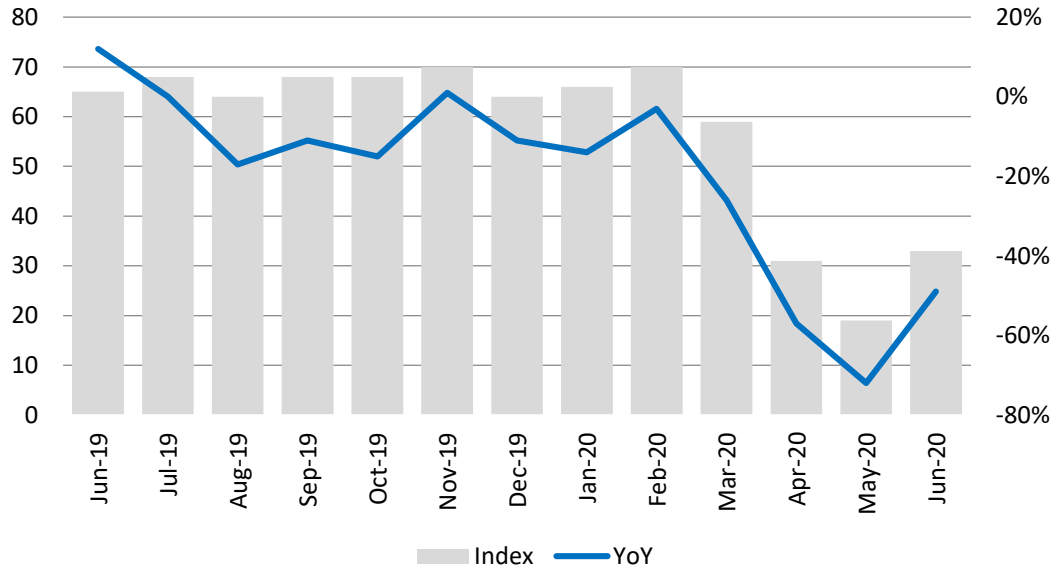


- Health Care
- Purchase / Logistics / Supply Chain
- HR & Admin.
- Sales and BD
- Engineering and Production
- Hospitality and Travel

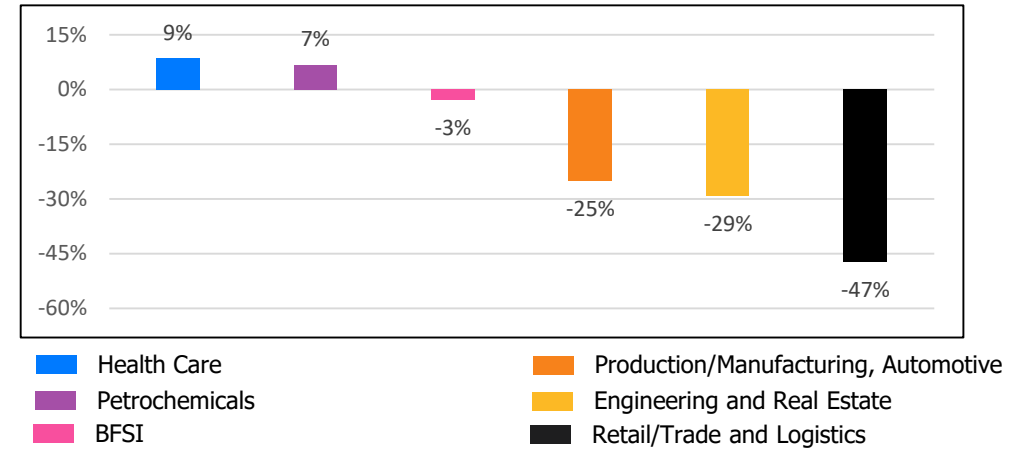
- ✓ The Monster Employment Index KSA decreased to 105 in June 2020 from 115 in June 2019.
- ✓ Among the industries, **Advertising, Market Research, Public Relations, Media and Entertainment** (+21%) led annual growth; whereas, **Oil and Gas** saw the steepest decline.
- ✓ Among functions, **Health Care** (+6%) aside, online demand for talent fell for all other job-roles.

Hiring Trends – United Arab Emirates*

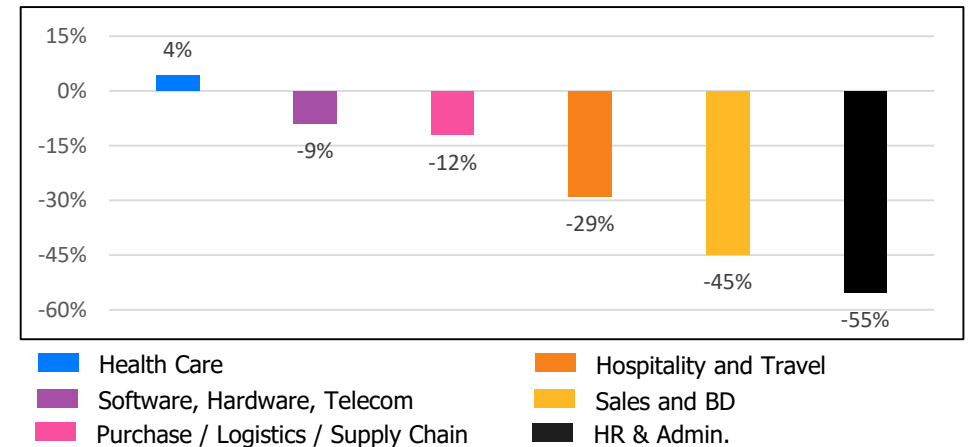
Monster Employment Index UAE witnesses decline of 49% between June'19 and June'20



Industry Trend



Functional Area Trend



- ✓ The Monster Employment Index UAE decreased to 33 in June 2020 from 65 in June 2019.
- ✓ Online recruitment activity was most-notable in the **Health Care** (+9%) industry. The worst affected industry was **Retail/Trade and Logistics** (-47%).
- ✓ Among functions as well, demand for **Health Care** (+4%) professionals led annual growth in June 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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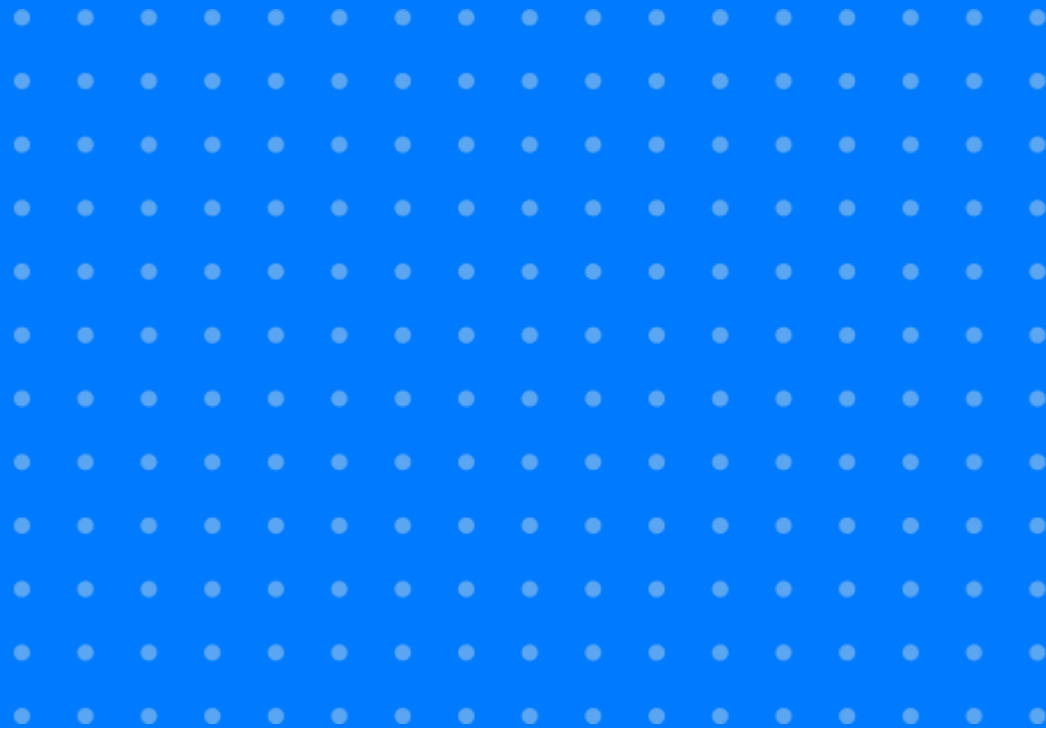
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Annexure



Annexure: All Gulf Industry Data*

Industries	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering, Construction and Real Estate	116	104	93	90	90	103	99	100	94	89	83	78	82
BFSI	87	82	86	90	80	91	89	88	89	92	81	78	83
Production/Manufacturing, Automotive and Ancillary	96	102	111	103	94	101	94	95	85	86	78	74	78
Retail/Trade and Logistics	77	77	80	76	78	78	74	73	79	79	67	58	52
Oil and Gas	59	58	61	64	65	71	64	66	85	84	78	68	65
IT and Telecom/ISP	239	223	218	216	216	232	221	248	287	284	260	235	215
Hospitality	96	97	100	100	102	96	92	93	98	96	83	76	75
Education	114	111	109	105	105	106	109	115	121	122	116	108	110
Petrochemicals	104	105	109	109	105	107	109	109	106	105	97	93	100
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	145	145	166	159	166	156	156	160	177	175	153	137	163
Health Care	138	129	134	134	137	137	136	146	138	138	135	133	141
Advertising, Market Research, Public Relations, Media and Entertainment	59	59	60	59	60	63	63	64	67	67	62	59	59

Annexure: All Gulf Functional Area Data*

Functions	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering and Production	102	92	93	94	92	95	92	94	92	90	85	79	81
Finance and Account	93	92	93	91	87	94	94	84	83	84	70	60	68
HR & Admin.	96	92	93	92	88	103	97	96	104	107	82	60	57
Sales and BD	108	107	96	93	93	99	98	97	98	98	81	68	70
Purchase / Logistics / Supply Chain	106	106	109	109	107	117	112	109	108	109	96	87	92
Hospitality and Travel	107	109	107	109	110	117	117	113	126	125	106	91	89
Health Care	119	113	114	112	111	116	118	125	129	120	111	109	111
Software, Hardware, Telecom	198	202	203	210	207	222	221	218	223	222	184	143	146
Marketing & Communications/Arts/Creative	130	133	131	134	135	144	149	144	150	151	127	107	105
Customer service	89	87	90	89	89	98	95	88	100	99	74	64	58
Legal	106	104	106	104	99	107	103	90	97	96	79	80	82

Annexure: KSA Industry Data *

Cities	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering, Construction and Real Estate	111	110	109	106	112	121	117	116	110	114	105	95	96
BFSI	139	131	136	136	138	165	179	167	164	167	158	147	139
Production/Manufacturing, Automotive and Ancillary	99	91	106	95	100	111	99	94	90	89	79	72	78
Retail/Trade and Logistics	87	85	88	86	87	91	89	92	92	92	89	84	76
Oil and Gas	127	125	132	130	130	112	111	109	117	113	109	106	97
IT and Telecom/ISP	194	185	194	181	196	200	210	215	214	207	195	185	177
Hospitality	94	91	99	107	101	98	93	92	93	99	85	80	77
Education	108	105	106	100	98	95	99	113	113	105	100	98	98
Petrochemicals	104	104	108	106	101	105	107	107	100	102	99	98	105
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	139	136	151	136	139	136	152	167	182	173	158	147	152
Health Care	159	158	160	162	188	193	200	213	201	195	185	182	185
Advertising, Market Research, Public Relations, Media and Entertainment	150	154	151	157	169	172	180	183	192	188	183	176	182

Annexure: KSA Functional Area Data *

Experience Level	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering and Production	102	89	95	94	100	98	94	103	102	104	93	76	87
Finance and Account	132	122	121	122	128	145	140	135	135	140	129	104	117
HR & Admin.	101	97	104	101	102	106	106	110	104	110	100	86	93
Sales and BD	128	127	137	125	134	142	135	144	148	155	132	106	110
Purchase / Logistics / Supply Chain	91	86	91	89	95	95	85	99	97	102	89	75	85
Hospitality and Travel	96	98	104	102	100	108	103	110	120	122	105	75	81
Health Care	130	133	131	129	142	149	152	157	154	147	137	134	138
Software, Hardware, Telecom	201	197	205	192	196	199	208	233	215	224	200	175	179
Marketing & Communications/Arts/Creative	133	122	131	127	147	143	135	139	151	152	136	107	122

Annexure: UAE Industry Data *

Cities	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering, Construction and Real Estate	65	65	56	53	54	63	57	67	56	59	48	49	46
BFSI	70	69	73	68	71	90	90	99	87	86	62	67	68
Production/Manufacturing, Automotive and Ancillary	92	94	120	94	96	94	86	89	73	79	71	68	69
Retail/Trade and Logistics	76	77	80	68	66	73	69	77	74	72	48	48	40
Oil and Gas	73	71	77	86	82	81	69	64	69	65	60	60	57
IT and Telecom/ISP	95	94	100	87	94	117	107	109	106	101	78	75	85
Hospitality	82	85	97	86	81	87	84	83	82	80	66	63	62
Education	118	113	116	106	105	116	125	139	134	132	106	103	104
Petrochemicals	103	104	102	102	104	101	101	107	105	106	119	107	110
FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery	127	125	140	133	132	138	133	128	128	127	97	90	116
Health Care	117	114	125	132	128	130	126	125	115	115	132	116	127
Advertising, Market Research, Public Relations, Media and Entertainment	66	66	73	68	67	67	68	69	72	70	62	60	61

Annexure: UAE Functional Area Data *

Experience Level	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
Engineering and Production	123	126	115	142	135	137	136	143	132	123	90	73	96
Finance and Account	44	46	46	45	45	45	45	44	42	40	32	30	34
HR & Admin.	29	30	26	27	34	34	33	38	40	34	17	9	13
Sales and BD	47	50	48	48	47	47	42	43	44	41	26	17	26
Purchase / Logistics / Supply Chain	92	95	92	94	95	96	95	100	101	97	88	84	81
Hospitality and Travel	83	90	90	91	79	80	79	79	81	76	61	58	59
Health Care	71	71	71	70	73	73	74	73	71	72	69	70	74
Software, Hardware, Telecom	91	98	93	96	98	100	97	106	101	95	78	70	83
Marketing & Communications/Arts/Creative	108	115	117	120	122	123	119	119	120	121	85	72	92
Customer service	60	62	60	62	65	65	65	65	70	64	52	49	52

Thank you

