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Employment Index

Apr 2022

Hiring Trends in Singapore



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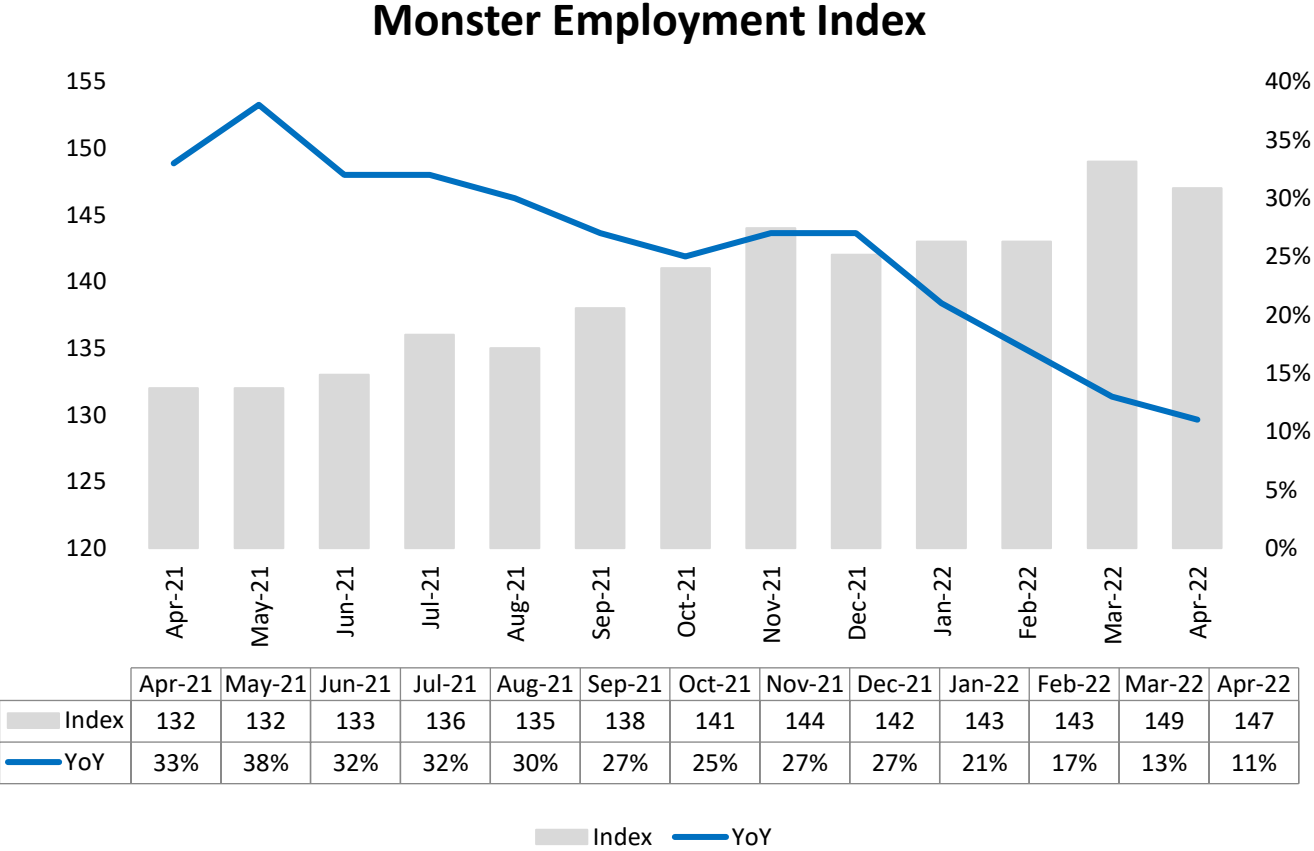
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Key Highlights of the Month

Monster Employment Singapore exhibits 11% growth in hiring activity in April'22 on annual basis.

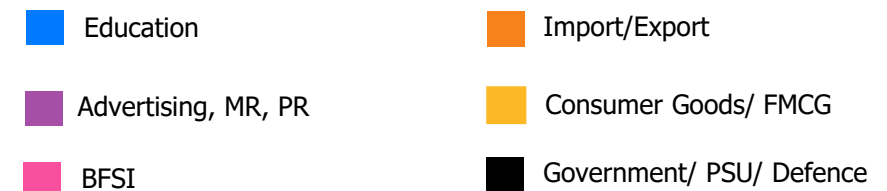
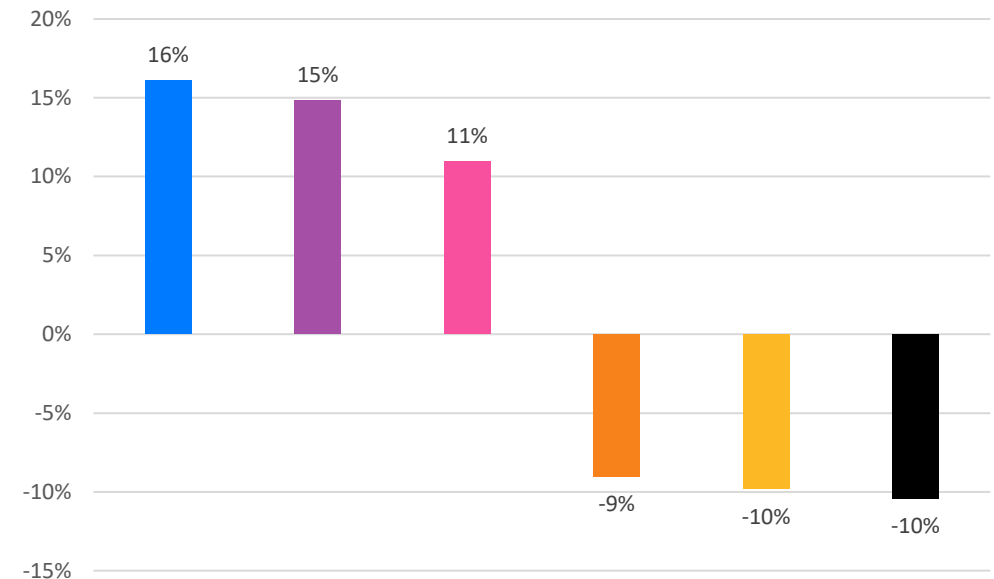
- ✓ The Monster Employment Index (MEI) improved to 147 in April'22 from 132 in April'21.
- ✓ The pace of hiring has eased slightly vis-à-vis last month, as March 2022 saw an index of 149.
- ✓ To date, online job postings through 2021 appear to be more positive.



Hiring Trends – Industry*

Of the 14 industry sectors monitored by the Index 9 indicated improved online recruitment activity on the year

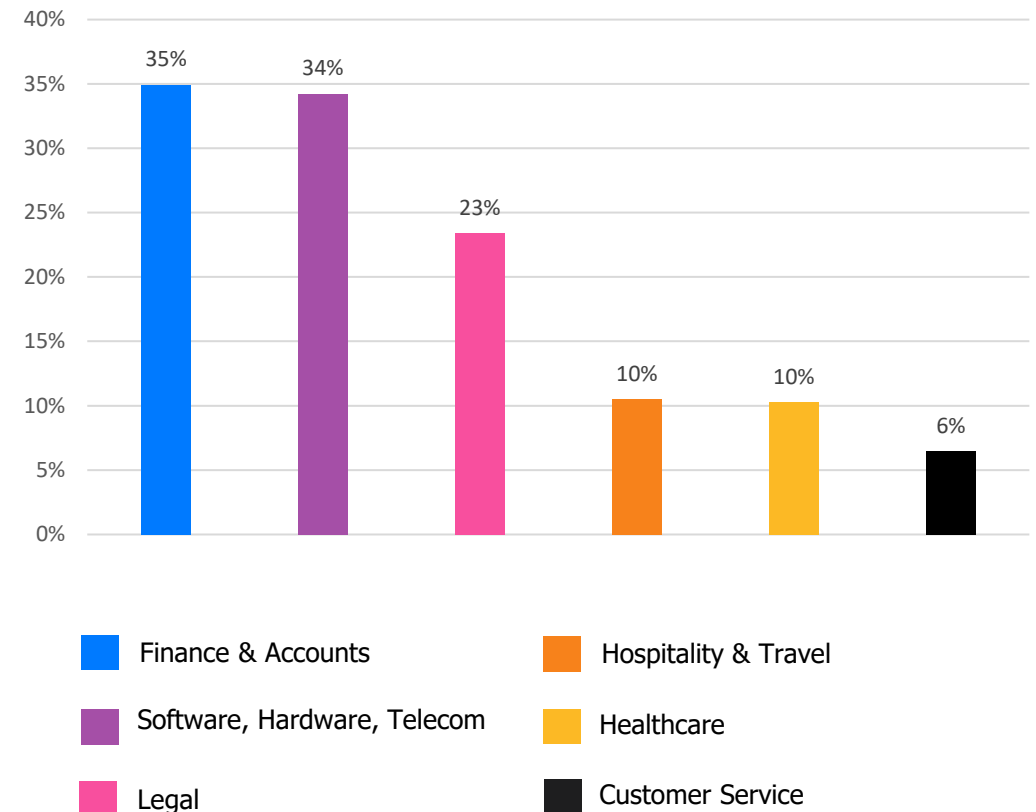
- ✔ **Education** (+16%), led all monitored industry sectors by the way of long-term growth for the second month in succession . **Advertising, Market Research, Public Relations, Media and Entertainment** (+15%) sector ranked second from the top in the growth ladder and **BFSI** (+11%), is the only sector to chart double-digit annual growth rates this year incessantly since same time last year.
- ✔ **Government/ PSU/ Defence** (-10%) and **Consumer Goods /FMCG** (-10%), exhibited the most notable annual decline among all monitored industry sectors and also its lowest in past six months. **Import/ Export** (-9%), **Oil & Gas** (-4%) and **Shipping/Marine** (-2%) industries also witnessed drop in April'22.
- ✔ Other industries to mark subsequent increase in job demand in April'22 includes- **Retail/Trade and Logistics** (+6%), **Hospitality** (+5%), **IT, Telecom/ISP and BPO/ITES** (+4%), **Engineering, Construction and Real Estate** (+2%), **Healthcare** (+2%), and **Production/ Manufacturing** (+1%).



Hiring Trends - Functional Area*

Online demand for professionals remained positive in all of the 12 functions monitored by the Index.

- ✓ Online demand expanded for **Finance & Accounts** (+35%) professionals. **Software, Hardware, Telecom** (+34%) roles continue to expand steadily in the long-term growth momentum in April'22. **Legal** (+26%), the group ranked third from the top in the annual growth chart for the month of April'22.
- ✓ **Customer Service** (+6%), **Hospitality & Travel** (+10%) and **Healthcare** (+10%) exhibited minimal improvement in online recruitment activity vis-à-vis the previous year in consideration to other job roles monitored by index .
- ✓ **HR & Admin** (+22%), **Marketing & Communications** (+19%), **Sales & Business Development** (+13%), **Real Estate** (+12%), **Engineering/ Production** (+11%), **Purchase/ Logistics/ Supply Chain** (+11%) were among the other groups to project notable growth in April'22



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 December 2010 with data collected since December 2009 followed by Gulf in December 2011 with data collected since December 2010; Singapore in December 2014 with data collected since January 2011; Philippines and Malaysia in December 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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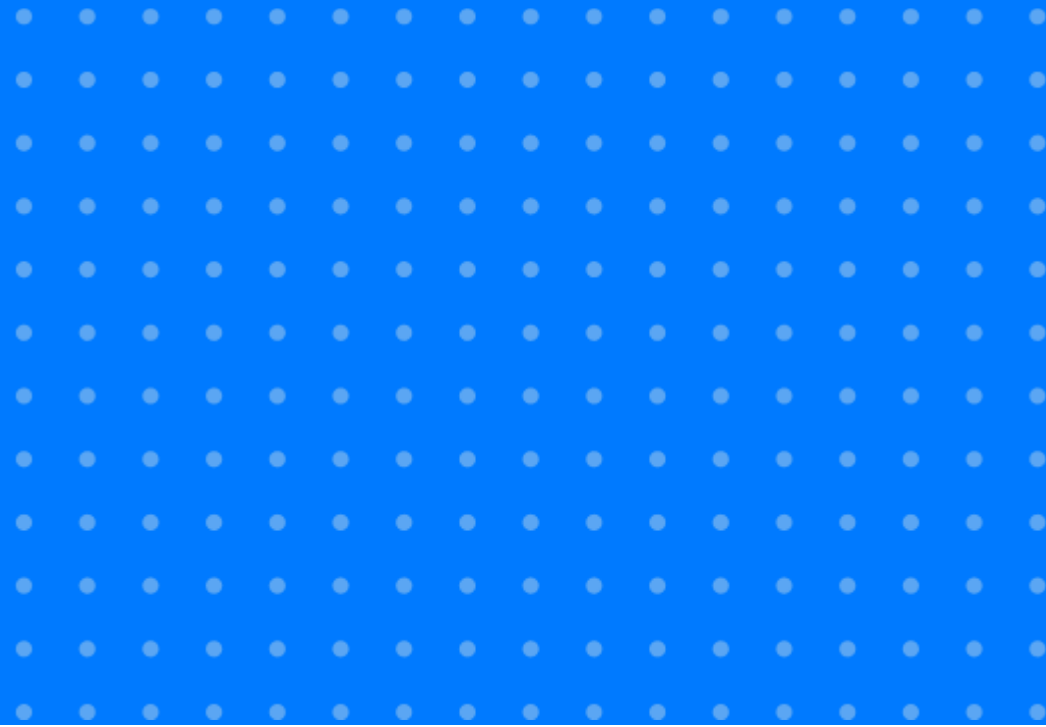
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Annexure



Annexure: Industry Data*

Industries	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22
IT, Telecom/ISP and BPO/ITES	250	267	272	279	270	283	281	287	279	282	287	274	260
BFSI	201	212	214	218	208	220	227	234	233	237	238	225	223
Health Care	155	159	164	163	160	166	168	171	167	172	167	168	158
Hospitality	144	140	136	144	145	149	149	150	150	152	151	150	151
Government/ PSU/ Defense	96	96	97	92	89	92	85	86	84	83	86	85	86
Education	143	144	150	151	147	152	158	163	163	166	171	174	166
Retail/Trade and Logistics	114	113	115	117	118	120	124	124	123	120	120	124	121
Engineering, Construction and Real Estate	126	124	126	128	129	131	133	136	134	133	135	135	129
Production/Manufacturing, Automotive and Ancillary	142	140	147	151	150	152	157	159	156	152	152	155	144
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	112	114	114	114	108	110	108	109	108	108	107	103	101
Advertising, Market Research, Public Relations, Media and Entertainment	135	137	138	139	140	148	145	148	147	153	154	153	155
Shipping/Marine	101	103	105	106	101	101	101	101	101	100	100	99	99
Import/Export	100	103	105	108	102	102	99	97	95	96	93	92	91
Oil and Gas	98	99	99	99	97	99	97	97	96	96	96	95	94

Annexure: Functional Area Data*

Functions	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22
Software, Hardware, Telecom	225	238	250	252	248	259	266	279	277	288	293	308	302
Finance & Accounts	103	107	114	117	116	121	125	130	131	133	134	140	139
Sales & Business Development	112	114	117	120	116	118	118	119	120	120	120	128	126
Customer Service	124	126	127	134	130	130	132	132	131	127	125	135	132
Marketing & Communications	104	107	110	111	111	112	113	114	114	116	117	124	124
HR & Admin	97	99	102	108	106	106	108	110	109	109	108	121	118
Engineering /Production	127	128	132	136	135	138	138	141	141	137	139	149	141
Hospitality & Travel	124	124	118	130	129	131	129	129	134	130	132	137	137
Health Care	146	147	153	158	153	157	163	166	169	164	161	173	161
Legal	141	147	151	153	163	177	156	164	157	160	162	174	174
Purchase/ Logistics/ Supply Chain	103	104	106	109	109	109	111	112	111	109	110	116	114
Real Estate	111	115	121	124	118	124	118	122	116	116	117	122	124

Thank you

