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Employment Index

August 2021

Hiring Trends in Singapore



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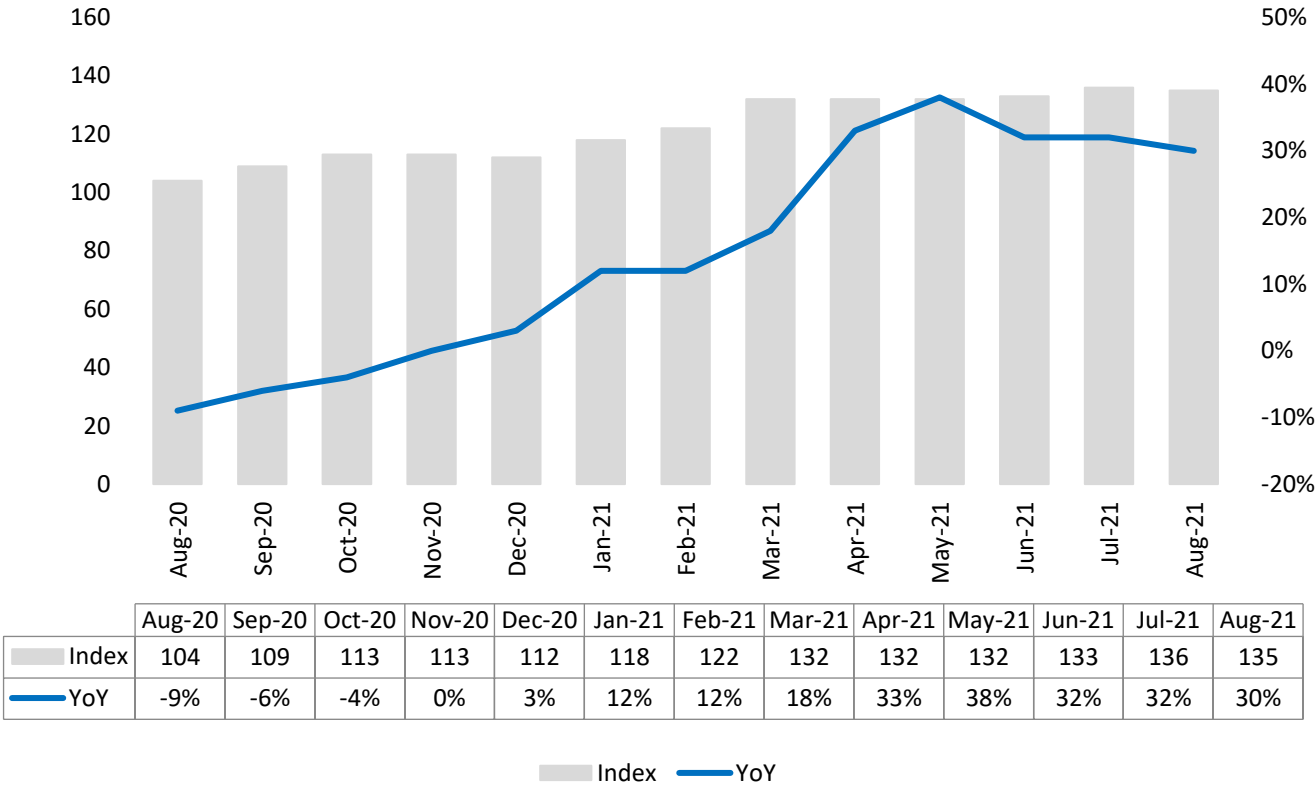
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Key Highlights of the Month

Monster Employment Singapore indicated a positive trend of 30% on year-over-year basis in August'21

- ✓ The Monster Employment Index (MEI) stood at 135 in August'21 as compared to 104 in August'20.
- ✓ Month-on-month, marks a decline of 2% in hiring activity as July 2021 saw an index of 136.
- ✓ In the last three months, average growth of 2% was noticed which shows the impacted growth in the e-recruitment.

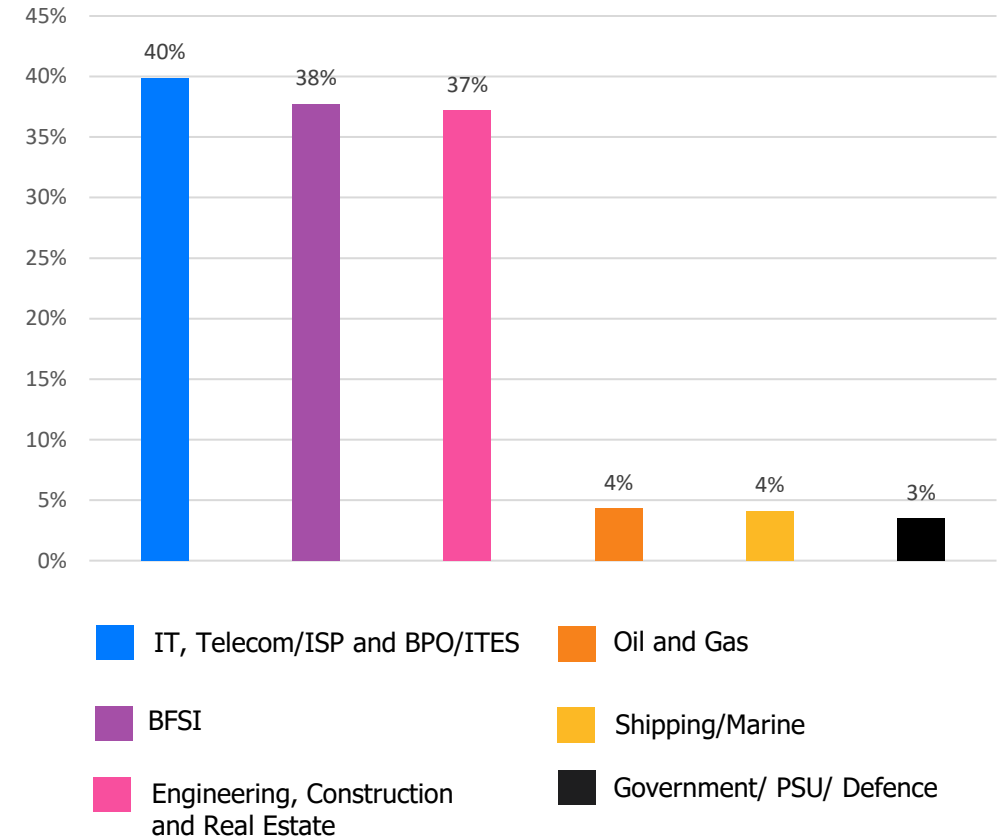
Monster Employment Index



Hiring Trends – Industry*

Online hiring demand in August'21 exceeded August'20 level in all of the 14 industries monitored by the Index

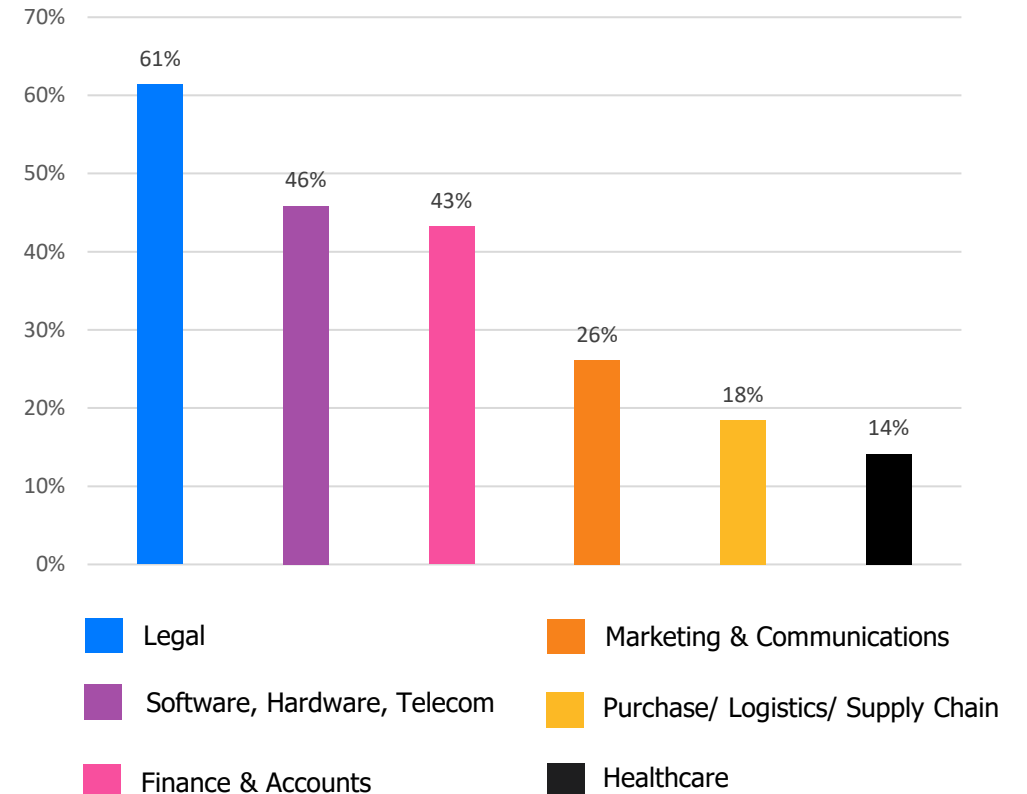
- ✓ **IT, Telecom/ISP and BPO/ITES** (+40%), **BFSI** (+38%) and **Engineering, Construction and Real Estate** (+37%), still remain on the top to mark the highest growth in e-recruitment activity among industries on YoY basis.
- ✓ **Government/ PSU/ Defence** (+3%), **Oil & Gas** (+4%) and **Shipping/Marine** (+4%) marked the lowest growth among other monitored industries in August'21 from the year-ago level.
- ✓ Hiring in industries like **Import/ Export** (+15%), **Healthcare** (+19%), **Consumer Goods /FMCG** (+19%), **Advertising, Market Research, Public Relations, Media and Entertainment** (+23%), **Retail/Trade and Logistics** (+24%), **Education** (+29%), **Production/ Manufacturing** (+36%) and **Hospitality** (+37%) grew sequentially on annual basis.



Hiring Trends - Functional Area*

Online demand for professionals saw an upsurge annually for all of the 12 functional areas monitored by the Index

- ✓ **Legal** (+61%), professionals witnessed steepest year-on-year growth. This was followed by increase in demand for **Software, Hardware, Telecom** (+46%) and **Finance & Accounts** (+43%) professionals.
- ✓ **Healthcare** (+14%), **Purchase/Logistics/Supply Chain** (+18%) and **Marketing & Communications** (+26%) noticed lower hiring demand amongst all from the year ago level.
- ✓ **Customer Service** (+26%), **Sales & Business Development** (+32%), **HR & Admin** (+34%), **Real Estate** (+36%), **Engineering /Production** (+38%) and **Hospitality & Travel** (+39%) also reported annual surge in August'21.



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 August 2010 with data collected since October 2009 followed by Gulf in August 2011 with data collected since October 2010; Singapore in August 2014 with data collected since January 2011; Philippines and Malaysia in August 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:

www.monsterindia.com

www.monster.com.my

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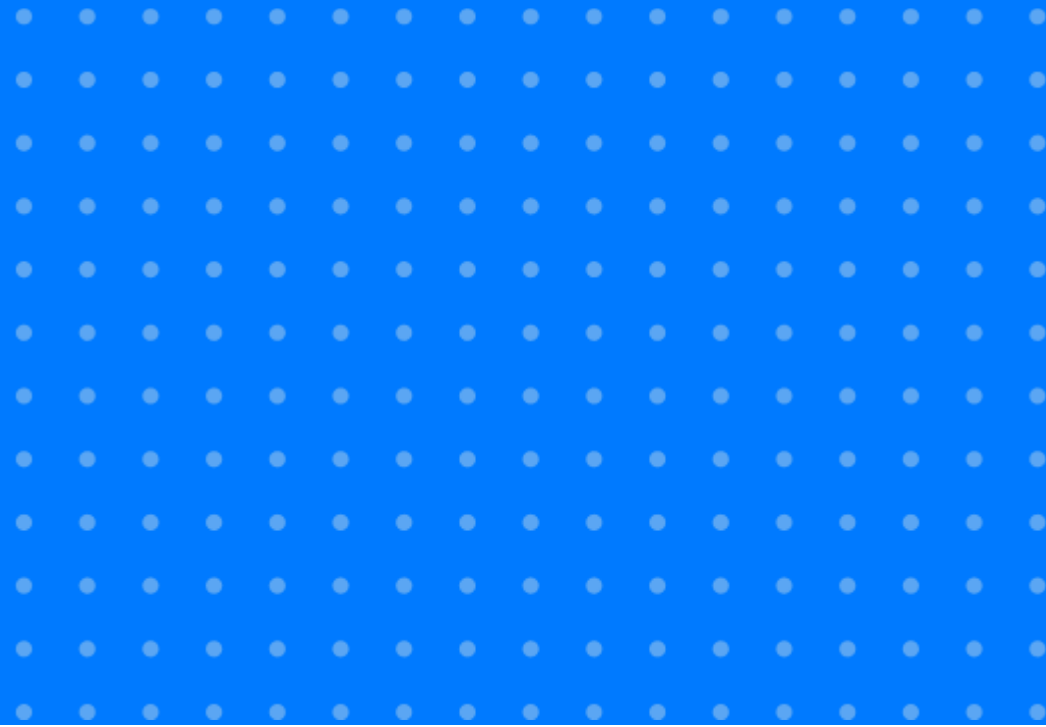
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Annexure



Annexure: Industry Data*

Industries	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21
IT, Telecom/ISP and BPO/ITES	193	208	218	220	218	234	239	246	250	267	272	279	270
BFSI	151	159	161	161	157	175	181	198	201	212	214	218	208
Health Care	135	139	146	141	141	147	148	151	155	159	164	163	160
Hospitality	106	115	134	132	134	141	137	140	144	140	136	144	145
Government/ PSU/ Defense	86	96	94	90	87	89	89	92	96	96	97	92	89
Education	114	120	125	120	130	131	134	142	143	144	150	151	147
Retail/Trade and Logistics	95	97	101	102	100	108	110	114	114	113	115	117	118
Engineering, Construction and Real Estate	94	99	107	108	109	116	120	123	126	124	126	128	129
Production/Manufacturing, Automotive and Ancillary	110	116	125	121	119	129	130	137	142	140	147	151	150
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	91	95	98	99	102	108	110	109	112	114	114	114	108
Advertising, Market Research, Public Relations, Media and Entertainment	114	114	120	118	118	124	128	132	135	137	138	139	140
Shipping/Marine	97	101	106	91	96	97	99	100	101	103	105	106	101
Import/Export	89	94	97	89	92	95	97	98	100	103	105	108	102
Oil and Gas	93	95	95	93	94	94	97	96	98	99	99	99	97

Annexure: Functional Area Data*

Functions	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21
Software, Hardware, Telecom	170	170	173	197	193	203	208	229	225	238	250	252	248
Finance & Accounts	81	87	85	90	85	91	96	107	103	107	114	117	116
Sales & Business Development	88	94	98	97	97	102	107	117	112	114	117	120	116
Customer Service	103	108	114	113	114	118	119	124	124	126	127	134	130
Marketing & Communications	88	90	95	94	96	97	100	105	104	107	110	111	111
HR & Admin	79	81	85	86	86	90	91	101	97	99	102	108	106
Engineering /Production	98	106	110	115	114	117	120	128	127	128	132	136	135
Hospitality & Travel	93	103	118	119	118	125	122	124	124	124	118	130	129
Health Care	134	136	146	144	137	143	144	148	146	147	153	158	153
Legal	101	110	112	119	119	125	127	138	141	147	151	153	163
Purchase/ Logistics/ Supply Chain	92	94	95	96	96	98	98	103	103	104	106	109	109
Real Estate	87	90	95	92	91	99	105	113	111	115	121	124	118

Thank you

