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Employment Index
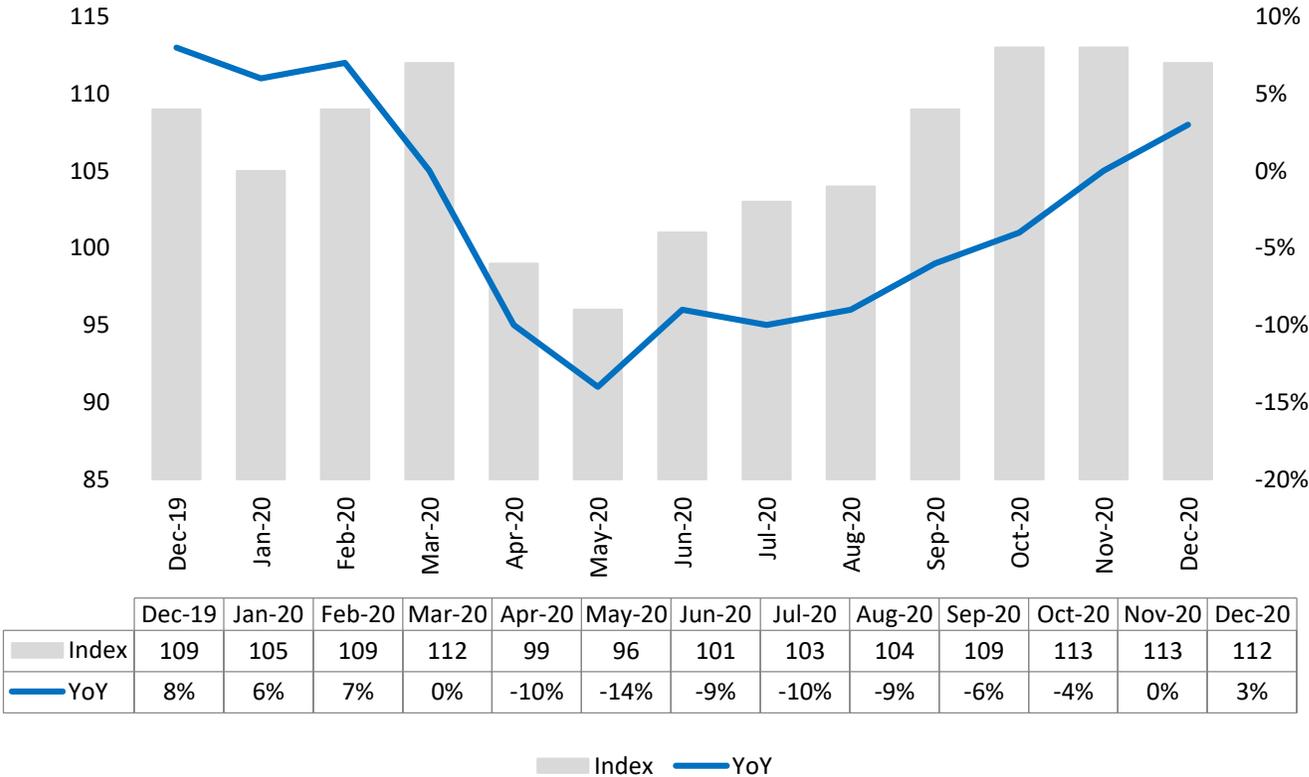
Dec 2020

Hiring Trends in Singapore

Contents

Key Highlights of the Month

Monster Employment Singapore grew by 3% on year-over-year basis in December'20

✅ The Monster Employment Index (MEI) stood at 112 in December'20 as compared to 109 in December'19.

✅ Month-on-month, decline of 1% was registered; as November 2020 saw an index of 113. Last Quarter registered 3% growth which clearly indicates that hiring is rising among companies.

Monster Employment Index

	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Index	109	105	109	112	99	96	101	103	104	109	113	113	112
YoY	8%	6%	7%	0%	-10%	-14%	-9%	-10%	-9%	-6%	-4%	0%	3%

Index ▬ YoY
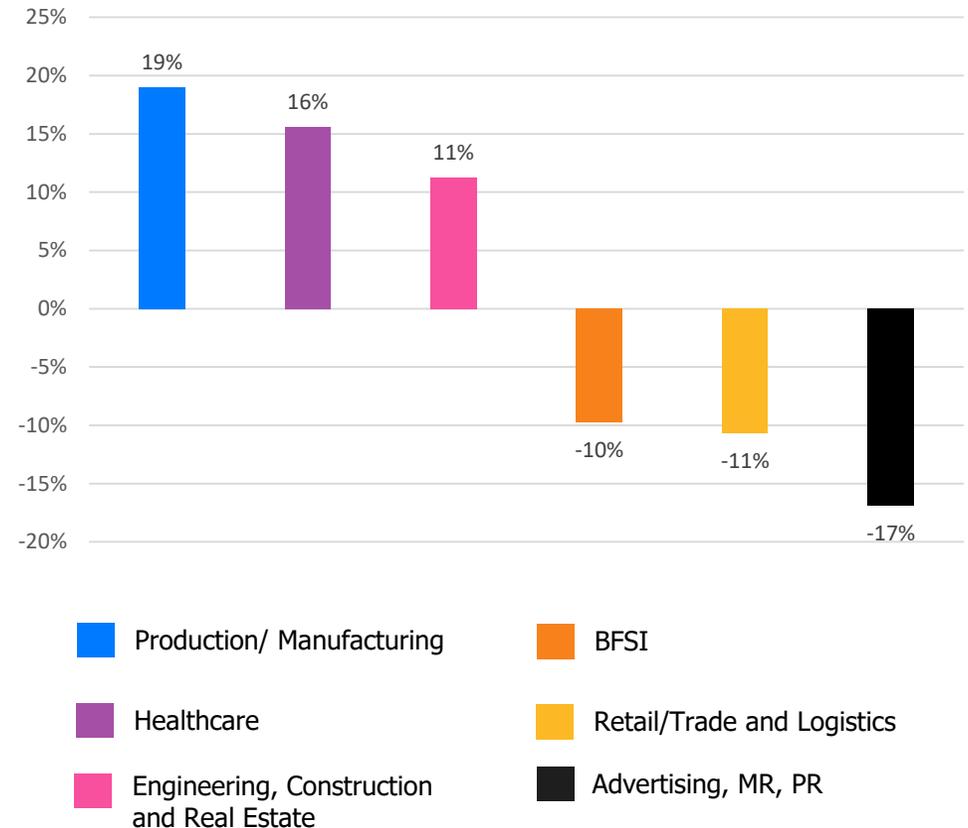
Hiring Trends – Industry*

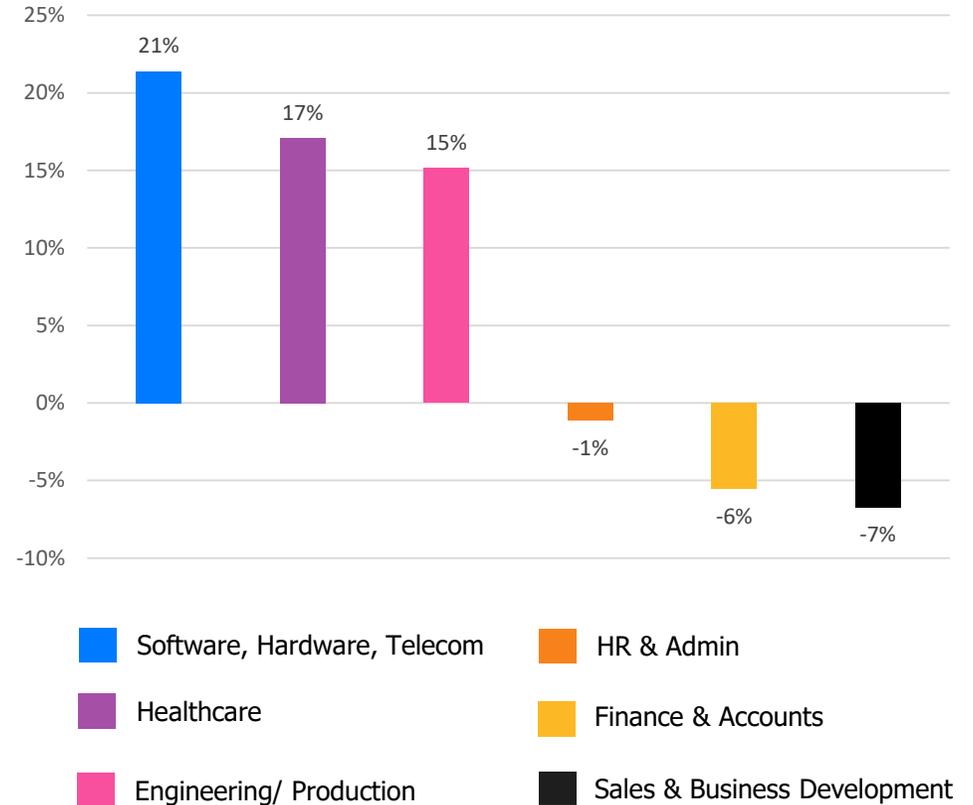**Online hiring demand in December'20 exceeded December'19 level in 9 of the 14 industries monitored by the Index**

✓ **Production/ Manufacturing** (+19%) saw the significant year-on-year growth in e-recruitment among industries. This was followed by **Healthcare** (+16%), **Engineering, Construction and Real Estate** (+11%).

✓ **Advertising, Market Research, Public Relations, Media and Entertainment** (-17%), **Retail/Trade and Logistics** (-11%), and **BFSI** (-10%) exhibited the steepest decline in December'20 from the year-ago level.

✓ Hiring in industries like **Education** (+8%), **Import/ Export** (+7%), **IT, Telecom/ISP and BPO/ITES** (+1%), **Government/PSU/Defence** (+5%), **Shipping/ Marine** (+4%), and **Hospitality** (+4%) surged on annual basis.

Legend:
- Production/ Manufacturing
- Healthcare
- Engineering, Construction and Real Estate
- BFSI
- Retail/Trade and Logistics
- Advertising, MR, PR

Hiring Trends - Functional Area*

Annual online demand for professionals increased for 10 of the 12 functional areas monitored by the Index

✓ **Software, Hardware, Telecom** (+21%), professionals continued to witness steepest year-on-year growth. This was followed by increase in demand for **Healthcare** (+17%) and **Engineering /Production** (+15%) professionals.

✓ Functional areas like **Sales & Business Development** (-7%), **Finance & Accounts** (-6%) and **HR & Admin** (-1%) were the only industries to exhibit dip.

✓ **Legal** (+12%), **Real Estate** (+11%), **Marketing & Communications** (+5%), **Hospitality & Travel** (+3%) and **Customer Service** (+1%) reported annual surge in December'20.

Legend:
- Software, Hardware, Telecom
- Healthcare
- Engineering/ Production
- HR & Admin
- Finance & Accounts
- Sales & Business Development

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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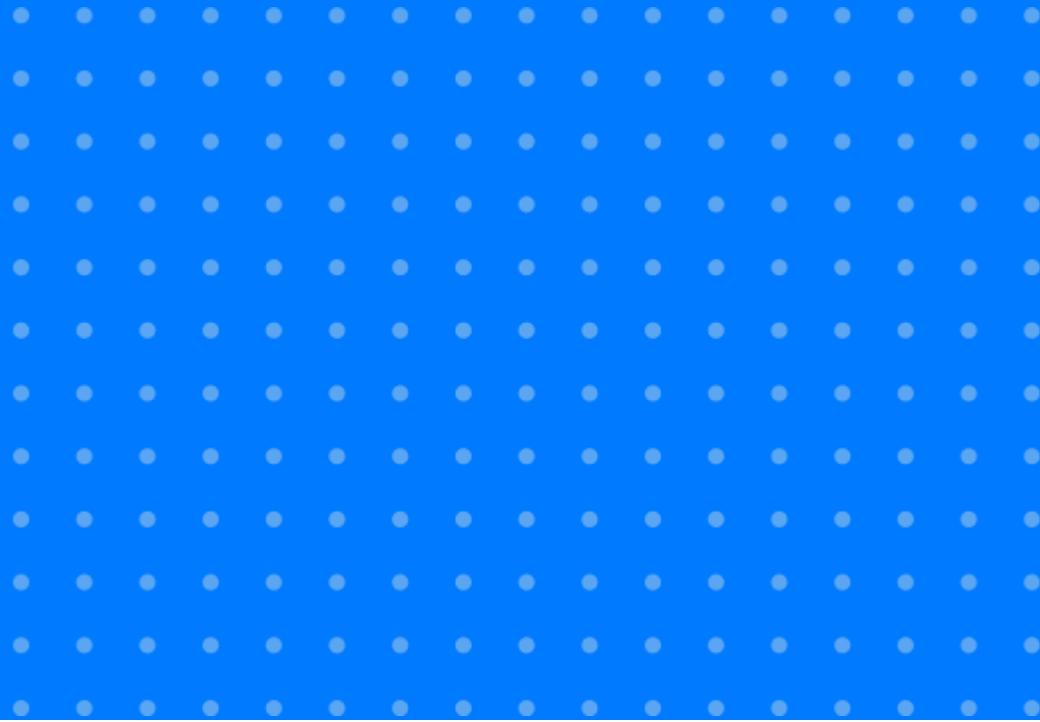
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Annexure

Annexure: Industry Data*

Industries	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
IT, Telecom/ISP and BPO/ITES	216	202	214	216	193	181	187	193	193	208	218	220	218
BFSI	174	171	182	185	161	149	152	151	151	159	161	161	157
Health Care	122	119	124	126	122	125	126	133	135	139	146	141	141
Hospitality	129	127	124	116	101	96	99	103	106	115	134	132	134
Government/ PSU/ Defense	83	84	84	82	84	81	88	89	86	96	94	90	87
Education	120	115	119	119	111	111	116	115	114	120	125	120	130
Retail/Trade and Logistics	112	109	111	112	96	88	91	94	95	97	101	102	100
Engineering, Construction and Real Estate	98	96	98	102	93	88	91	94	94	99	107	108	109
Production/Manufacturing, Automotive and Ancillary	100	97	99	105	104	100	105	111	110	116	125	121	119
Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewelry	106	105	104	102	98	95	95	92	91	95	98	99	102
Advertising, Market Research, Public Relations, Media and Entertainment	142	139	147	146	129	118	123	117	114	114	120	118	118
Shipping/Marine	92	92	93	93	93	93	93	96	97	101	106	91	96
Import/Export	86	86	85	85	85	86	87	88	89	94	97	89	92
Oil and Gas	98	98	99	99	96	95	94	94	93	95	95	93	94

Annexure: Functional Area Data*

Functions	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Software, Hardware, Telecom	159	149	164	178	166	178	180	174	170	170	173	197	193
Finance & Accounts	90	89	94	98	79	74	78	80	81	87	85	90	85
Sales & Business Development	104	98	101	102	86	77	83	86	88	94	98	97	97
Customer Service	113	110	111	111	101	91	97	100	103	108	114	113	114
Marketing & Communications	91	86	88	89	81	77	83	86	88	90	95	94	96
HR & Admin	87	84	86	88	77	70	75	78	79	81	85	86	86
Engineering /Production	99	96	99	105	95	87	94	97	98	106	110	115	114
Hospitality & Travel	115	113	104	94	79	73	82	88	93	103	118	119	118
Health Care	117	115	119	122	119	121	125	131	134	136	146	144	137
Legal	106	103	107	111	104	98	101	102	101	110	112	119	119
Purchase/ Logistics/ Supply Chain	91	90	92	94	87	84	88	91	92	94	95	96	96
Real Estate	82	81	80	92	79	72	83	85	87	90	95	92	91

Thank you